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CAUT ACPPU
BULLETIN
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Ethics Funding Under Attack at St. Michael's

THE University of Toronto's St. Michael's College is coming under fire from students, faculty and health organizations who want the school to return a controversial donation it received from a tobacco company.

The University of St. Michael's College accepted a $150,000 grant two years ago from Imperial Tobacco to help fund a program on corporate responsibility.

"How a university can use unethical money from an unethical company to fund a program in ethics is beyond belief," said Bob Willard, a former member of the advisory board of the corporate ethics program who resigned in protest over the tobacco sponsorship.

Anti-smoking and public health groups have launched a media campaign aimed at pressuring the university to hand back the money. The groups are paying for newspaper and radio ads urging all universities to sever any ties they have with the tobacco industry.

"We fail to understand why a university would agree to partner with big tobacco," said Atul Kapur, president of Physicians for a Smoke-Free Canada. "We have no alternative but to ask the university to make a choice between embracing the interests of public health or legitimizing an industry whose behaviour has led to the deaths of hundreds of thousands of Canadians."

See ETHICS FUNOING Page A6 ☞

Committee of Inquiry to Investigate Horne Case

CAUT has established an independent committee of inquiry to investigate possible violations of academic freedom at Dalhousie University and its affiliated Queen Elizabeth II Health Sciences Centre.

Dr. Gabrielle Horne, an assistant professor of medicine, had her research suspended last October "in a manner that has raised grave concerns," said James Turk, executive director of CAUT.

The committee will investigate the sequence of events leading to, and subsequent to, the variance of Horne's privileges at QEII to determine whether there were breaches of or threats to academic freedom.

It has also been asked to determine whether there were breaches of medical research ethics and clinical ethics, and whether changes to Horne's assignments and working conditions during this period impaired her ability to conduct her scientific research and treat her patients.

In addition, the group has been asked to determine how universities can protect the academic freedom and other rights and privileges of university faculty members who hold positions at affiliated health care centres, and to make any appropriate recommendations.

The committee will be chaired by Pat O'Neill, professor and acting head of psychology at Acadia University. O'Neill is president-elect of the Canadian Psychological Association, a former chair of CAUT's Academic Freedom and Tenure Committee, former chair of the Nova Scotia Board of Examiners in Psychology, chair of the Social Sciences and Humanities Research Council of Canada Doctoral Fellowships Committee, and an adjunct professor of psychology at Dalhousie. His principle research area is ethical decision-making.

Dr. Gabrielle Horne

The second member of the committee is Katherine Paton, a clinical associate professor in the department of ophthalmology, faculty of medicine, at the University of British Columbia. Paton, who specializes in ocular oncology, directs UBC's ocular ultrasound diagnostic testing facility. She is president of medical staff at Vancouver General Hospital, a member of the Regional Medical Advisory Committee of the Vancouver Coastal Health

See COMMITTEE OF INQUIRY Page A4 ☞

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Un comité indépendant enquête sur l'affaire Horne

L'ACPPU a mis sur pied un comité indépendant chargé d'enquêter sur la violation possible de la liberté universitaire à l'Université Dalhousie et à un établissement affilié, le Queen Elizabeth II Health Sciences Centre.

Les travaux de recherche de la Dre Gabrielle Horne, professeure adjointe de médecine, ont été suspendus en octobre dernier, d'une manière qui soulève de graves préoccupations, selon James Turk, directeur général de l'ACPPU.

Le comité enquêtera sur la séquence des évènements qui ont mené à la modification des privilèges de la professeure Horne au centre QEII, et ceux qui ont suivi, afin d'établir si la liberté universitaire a été violée ou menacée.

Il a également eu le mandat de déterminer s'il y a eu un manquement à l'éthique de la recherche médicale et à l'éthique clinique et si la modification des tâches ainsi que des conditions de travail de la professeure Horne pendant cette période ont diminué sa capacité à effectuer ses recherches scientifiques et à traiter ses patients.

De plus, le comité devra définir comment les universités peuvent protéger la liberté universitaire et d'autres droits et privilèges des membres du corps professoral qui occupent des postes à des centres de soins de santé affiliés, et devra formuler les recommandations appropriées.

Pat O'Neill, professeur et directeur intérimaire du département de psychologie à l'Université Acadia présidera le comité. M. O'Neill

Voir COMITÉ INDÉPENDANT à la page A11 ☞

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Discount Rates Page A12

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Inside
À l'intérieur

CAUT ACPPU
BULLETIN

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LETTERS
COURRIER

Saskatchewan Article 'Inaccurate, Misleading'

Professor Tim Quigley, president of the faculty association at the University of Saskatchewan, outlined his association's concerns about the university's integrated planning initiative in the January 2003 Bulletin. His article provides a unique view of our integrated planning process as developed in consultation with the University Council, our senior academic governing body.

I invite readers to examine our processes and documents, which can be found at www.usask.ca/vpacademic/integrated-planning/. The university is very pleased with our planning process, which commits the university to an open college- and unit-based system for proposing initiatives and identifying priorities.

The planning process, which is built around a series of foundational documents that identify priority areas for development, was developed through campus-wide consultations and comprehensive council participation.

Professor Quigley's article contains two serious issues that have to be addressed. The faculty association has not shared with us its legal opinion supporting its claim on the "legality" of our administration's planning structures. Suffice it to say this opinion does not accord with the university's view of the matter nor is it consistent with common practice at Canadian universities.

Put simply, the Provost's Committee on Integrated Planning (the focus of Professor Quigley's complaint) advises the provost and vice-president academic and the president on matters relating to resource allocations. The board of governors has rejected Professor Quigley's suggestion and stands firmly with the university's administration in its development and implementation of an anticipatory planning process which links academic and budgetary decision-making.

Further, Professor Quigley has indicated that the university has instituted a "hiring freeze." We have done no such thing, as readers of the Bulletin will note by the advertisements for faculty positions that have appeared over the last few months.

In anticipation of the implementation of integrated planning in 2003–2004, we have required departments and colleges to prepare a longer justification for faculty replacements now than in the past. Colleges are, specifically, required to indicate that positions advertised in 2002–2003 will feature prominently in their integrated plan.

Departments and colleges have complied with this request, and the provost's office has authorized hiring of close to 40 tenure-track faculty positions since July 1, 2002 (which is above and beyond those authorized before that date). This is among the highest rates of approval of appointments this past decade and is far from being the hiring freeze that Professor Quigley charges.

The article raises other issues that could be discussed more fully. The university has strong employment equity requirements and has an equity review built into all faculty recruitment procedures (www.usask.ca/vpacademic/recruitment.shtml).

The University of Saskatchewan has had a lengthy debate about the need for and the nature of integrated planning. We have developed a process that includes the University Council in a comprehensive and appropriate fashion. Professor Quigley's discussion of key elements of the planning process gives a misleading and inaccurate portrait of a comprehensive, open, and creative approach to institutional priority setting and decision-making.

KEN COATES
Acting Provost & V-P, Academic, University of Saskatchewan

Saskatchewan Faculty Association Responds to Coates' Letter

In response to Ken Coates' comments, let me first say that, in political struggles, it is rare for the other side to acknowledge the cogency of your arguments. However, the University of Saskatchewan Faculty Association continues to influence the integrated planning process.

Much of Dr. Coates' argument confirms that the university administration has reluctantly made changes designed to legitimize an otherwise illegitimate process. Thus, there is now some consultation with our university council whereas, as originally proposed, there was none. The present process still fails to comply with the legal authority of the board of governors but it is an improvement.

Similarly, on the question of a hiring "freeze" or "squeeze." We claim credit for having relaxed a very rigid process as set out in the provost's White Paper on Integrated Planning. However, in spite of a higher rate of approval for filling vacancies, we are aware of some academic units that have not been given approval to fill existing vacancies.

Finally, the resounding silence about equity has now been broken since the university appears to agree with us that employment equity must be a part of planning and is an opportunity not to be missed. We will continue our struggle to address unreasonably high faculty workload, low faculty complement, and equity and to oppose governance that does not respect collegiality and legal authority.

For more information, please check www.usask.ca/usfa and follow the links to our latest newsletter.

TIM QUIGLEY
Chair, University of Saskatchewan Faculty Association

Teaching & Research Subverted by Terrorist Agenda

I was heartened to see the CAUT leadership has expressed its appreciation of the leaders of the University of Haifa and the Hebrew University of Jerusalem for continuing in their missions of teaching and research "in the aftermath of suicide bombings and ongoing political unrest." I was disheartened, however, to see that this praise is made public not on its own merits, but solely as a sort of clumsy attempt at evenhandedness in a condemnation of Israel for closing two Palestinian universities in Hebron.

I believe, with the CAUT leadership, that "the free exploration of all ideas — even revolutionary ideas — is vital to the achievement of peace." If the Palestinian universities in question were merely exploring ideas — even revolutionary ones — they would not have been closed.

The grounds of these institutions, and many of their student body, have been subverted from the mission of teaching and research to that of active participation in a process of violent confrontation which has, sadly, all but destroyed the hopes of a majority of Israelis and Palestinians in a negotiated end to the conflict.

IRA ROBINSON
Religion, Concordia University

World Bank Discovers Union Advantage

UNIONS can mitigate the negative impacts of globalization, a new study says. "Workers who belong to unions earn higher wages, work fewer hours, receive more training and have longer job tenure," say the researchers at the World Bank, who detail their findings in Unions and Collective Bargaining: Economic Effects in a Global Environment.

The review of more than 1,000 studies on the economic effects of unions and collective bargaining has found the economy works better when workers belong to unions. "The need for workers, employers and governments to find solutions that reduce poverty through both growth and distributional efficiency is becoming increasingly important in an era of rapid globalization," says Robert Holzmann, the World Bank's director of social protection, who commissioned the book.

Critics of the corporate globalization model say the new report by the influential World Bank shows that trade agreements and companies that fail to adopt basic worker rights can no longer hide behind claims they are good for the economy. ■

A copy of the report can be purchased at www.worldbank.org.

COMMENTARY
TRIBUNE LIBRE

PRESIDENT'S COLUMN

Budget a Toothless Tiger for Higher Education

By VICTOR CATANO

FINANCE Minister John Manley made several references to Canada as the Northern Tiger in his Feb. 18 budget speech. This analogy is intended to signal economic growth, as in "Irish Tiger." Ireland, which provides free tuition for post-secondary education and a system of needs-based grants is often held out as a model of economic development. Now that we have had a chance to examine Manley's budget, it is clear he has delivered a "toothless tiger" when it comes to post-secondary education funding. At first glance it is easy to react to the new spending announced in the budget in a positive manner, much as a person dying of thirst in a desert is grateful to see an oasis on the horizon – but the prospect of water is nothing more than a mirage.

Post-secondary education will receive less money in coming years.

Ottawa helps fund health care, social assistance programs and post-secondary education through cash transfers to the provinces under the Canada Health and Social Transfer. Now, in response to the Romanow report, the government is creating a separate Canada Health Transfer. Unfortunately, it has chosen to support post-secondary education and social assistance in a new Canada Social Transfer. We have argued that such an amalgamation of funds prevents the transparency needed to see whether those funds are spent by provincial governments for their intended purposes.

Based on the historical division of the cash transfers between the three components, it appears post-secondary education will actually receive less money over the coming years. An analysis done by CAUT suggests funding for post-secondary education will decrease from $2.8 billion in 2003–2004 to $1.8 billion in 2004–2005. That's because prior to the introduction of the Canada Health and Social Transfer in 1996, the health share of all cash transfers was 43 per cent. Beginning next year, cash transfers for health care will jump to 62 per cent of the total. Much of the "new" health care funding, therefore, may simply be money that is being reallocated from post-secondary education and social services.

The budget does provide $1.7 billion over the next three fiscal years to support research. This includes $125 million for the granting councils; $105 million, at the end of four years, for 4,000 new graduate scholarships with 60 per cent going to the Social Sciences and Humanities Research Council disciplines; and $225 million annually to help fund the indirect costs of research (about half of what is actually needed).

There is also a one-time adjustment of $500 million to the Canada Foundation for Innovation to fund health research facilities (and which is also credited towards the increase in health expenditures). Even with this funding, post-secondary education remains short-changed as the budget allocations represent about 20 per cent of the funds needed to restore system funding to 1990–1991 levels, after adjusting for inflation.

The money for the indirect costs of research has some very short strings attached to it. These funds are based on an agreement of university presidents through the Association of Universities and Colleges of Canada to triple the extent of commercial research on university campuses. These funds will be tied to commercialization performance outcomes. The budget states the government plans to develop new reporting and accountability mechanisms with post-secondary institutions and will review the program in its third year to ensure that funding is satisfying its objectives "including the commercialization of university research."

One has to question why university presidents have either been silent about the budget or in fact have applauded it. Perhaps this reflects the expressed view of some presidents that the government should "differentiate" between Canadian universities and give more funds to those that "deserve" special treatment. Such differentiation would surely lead to a two-tiered system much like that in the U.S. and would parallel all their negative consequences for quality.

Perhaps it might be useful to remind our university presidents of how their Italian counterparts reacted to cutbacks in government funding: a united stand and a mass resignation. We are all the worse off when some university presidents take an "I'm all right, Jack" attitude. ■

LE MOT DU PRÉSIDENT

Un tigre canadien édenté pour l'enseignement postsecondaire

Par VICTOR CATANO

DANS son discours du budget le 18 février, le ministre des Finances John Manley a qualifié plusieurs fois le Canada de « tigre du Nord », par analogie à la croissance économique du « tigre irlandais ». En effet, l'Irlande, qui a instauré la gratuité des études postsecondaires et le régime d'aide financière aux étudiants fondé sur les besoins, est souvent citée comme un modèle de développement économique. Or, nous avons eu la chance d'examiner le budget Manley et, à l'évidence, nous constatons que son « tigre » est édenté en ce qui concerne le financement de l'enseignement postsecondaire. À prime abord, il est facile de réagir positivement aux nouvelles dépenses annoncées dans le budget, autant qu'une personne assoiffée dans le désert se réjouit en apercevant à l'horizon une oasis. Pourtant, la perspective de pouvoir enfin s'abreuver n'est rien de plus qu'un mirage.

Le gouvernement fédéral contribue au financement des soins de santé, des programmes d'aide sociale et de l'enseignement postsecondaire au moyen de paiements de transfert versés aux provinces au titre du Transfert canadien en matière de santé et de programmes sociaux. Toutefois, pour donner suite au rapport Romanow, le gouvernement crée une enveloppe distincte, soit le Transfert canadien en matière de santé. Il a hélas choisi de soutenir l'enseignement postsecondaire et l'aide sociale par l'intermédiaire d'un nouveau Transfert canadien en matière de programmes sociaux. Nous avons fait valoir qu'une fusion des enveloppes rend impossible la transparence nécessaire pour vérifier que les gouvernements provinciaux disposent des crédits aux fins prévues.

Si l'on tient compte de la répartition historique des transferts en espèces entre les trois volets, il semble que l'enseignement postsecondaire obtiendra moins d'argent au cours des prochaines années. Selon une analyse de l'ACPPU, le financement de l'enseignement postsecondaire chutera de 2,8 milliards de dollars en 2003–2004 à 1,8 milliard de dollars en 2004–2005. Cette baisse s'explique par le fait que, avant l'arrivée du Transfert canadien en matière de santé et de programmes sociaux en 1996, la santé recevait 43 p. 100 de l'ensemble des transferts en espèces. À compter de l'an prochain, les transferts en espèces au titre de la santé représenteront 62 p.100 de l'ensemble. Par conséquent, une bonne portion de la « nouvelle » enveloppe pour la santé peut simplement concorder avec une réallocation d'argent provenant de l'éducation postsecondaire et des services sociaux.

L'enseignement postsecondaire ne reçoit pas assez de fonds.

Le budget octroie 1,7 milliard de dollars à la recherche pour les trois prochaines années répartis ainsi : 125 millions de dollars pour les conseils subventionnaires, 105 millions de dollars au bout de quatre ans pour 4 000 bourses d'études supérieures, dont 60 p. 100 reviendra aux disciplines du Conseil de recherches en sciences humaines, et enfin, 225 millions de dollars par année pour aider à assumer les coûts indirects de la recherche (environ la moitié de ce qui est présentement nécessaire).

Le budget prévoit également un rajustement ponctuel de 500 millions de dollars à l'intention de la Fondation canadienne pour l'innovation dans le but de financer les installations de recherche en santé (aussi imputé à la hausse des dépenses dans les soins de santé). Malgré ces investissements, l'enseignement postsecondaire n'en reçoit pas assez, car les crédits qui lui sont dévolus ne représentent qu'environ 20 p. 100 de ce qu'il a besoin pour revenir aux niveaux de financement de 1990–1991, en dollars indexés.

Les fonds octroyés pour assumer les coûts indirects de la recherche sont conditionnels. Ils sont fonction d'une entente des recteurs d'université, conclue par l'intermédiaire de l'Association des universités et collèges du Canada, visant à tripler la commercialisation de la recherche dans les universités. Ils seront liés aux résultats du rendement de la commercialisation. Le budget précise que le gouvernement prévoit d'instaurer de nouveaux mécanismes de rapport et de reddition de comptes avec les établissements postsecondaires et qu'*il examinera le programme* au cours de sa troisième année d'existence afin de vérifier que le financement atteint ses objectifs « y compris la commercialisation de la recherche universitaire ».

Il est à se demander pourquoi les recteurs d'université sont demeurés muets au sujet du budget ou l'ont applaudi. Cela reflète peut-être l'opinion qu'ont exprimée certains recteurs selon laquelle le gouvernement devrait faire une distinction entre les universités canadiennes et octroyer plus de crédits à celles qui « méritent » un traitement spécial. Ce genre de distinction mènerait sans conteste à un système à deux vitesses comme aux États-Unis et reprendrait toutes les conséquences négatives pour la qualité qui en ont résulté.

Il vaudrait peut-être mieux rappeler à nos recteurs d'université comment leurs homologues italiens ont réagi aux compressions budgétaires de leur gouvernement : ils ont fait front commun et ont démissionné en bloc. Nous y perdons tous lorsque certains recteurs disent que tout va bien. ■

HOMEWORK!

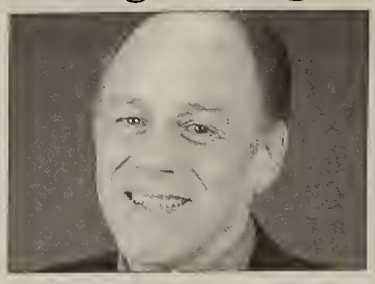
Twice as Old

Your age should more properly be referred to as your age last birthday, the number of complete years that you have lived. You have a given integer age for a year, and this increases by one when your birthday comes. Consider any two people, perhaps you and some friend or relative.

Assuming sufficient longevity, for how long a period is the age of the older one exactly twice the age of the younger one? Try this with several pairs and account for what happens. What is the situation in the case of twins?

Homework!, a regular feature of the Bulletin, comes to readers compliments of Edward Barbeau, professor of mathematics at the University of Toronto. Answer on page B1.

University of King's College



22nd President & Vice-Chancellor

The University of King's College is pleased to announce the appointment of Dr. William Barker as President and Vice-Chancellor, effective July 1, 2003.

Dr. Barker is currently Head of the Department of English Language and Literature at Memorial University in Newfoundland. He was educated at Dartmouth College (AB 1968) and at the University of Toronto (MA 1970; BEd 1971; PhD 1982).

Dr. Barker succeeds Dr. Colin Starnes who served as President and Vice-Chancellor for two consecutive terms.

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March 21 2003

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NEWS ACTUALITÉS

EI Task Force to Review Globalization, Education

THE global federation representing the world's teachers' unions and associations is establishing an international task force on globalization and education.

Education International is creating the task force to develop recommendations on how it should respond to the growing commercialization and trade in education within the global economy.

CAUT's associate executive director of policy and communication, David Robinson, has been appointed to the 13-member task force and says he is eager to bring the perspective of Canada's academic staff to the discussions.

"Organizations in Canada, including CAUT, have really been at the forefront of a lot of the thinking on how international trade agreements and economic globalization are affecting public services like education," Robinson said.

"I think the challenge now is to broaden our critique to include an international vision of what alternatives to the current trade agreements we would like to see. The task force is an important first step in building this vision."

The first meeting of the group will take place in Berlin in April. ■

Version française à la page A7.

L'ACPPU adhère à la CSILC

L'ACPPU a joint les rangs de la Coalition pour la surveillance internationale des libertés civiles qui réunit des défenseurs des libertés civiles, des ONG, des églises, des syndicats, des défenseurs de l'environnement, d'autres groupes confessionnels et des groupes représentant des collectivités d'immigrants et de réfugiés au Canada.

Le groupe sert de table ronde pour les discussions et les échanges entre les organismes et les collectivités, que l'application de la loi anti-terrorisme du Canada risque de toucher, et permet de fournir un front d'action concertée pour répliquer aux lois et à leurs effets sur les activités légitimes de la population canadienne.

Parmi les éminents Canadiens et Canadiennes qui se sont présentés comme des « amis de la CSILC », mentionnons l'ancien solliciteur général du Canada Warren Allmand, Ed Broadbent, ancien chef du Nouveau parti démocratique du Canada, Gordon Fairweather, premier président de la Commission canadienne des droits de la personne, David MacDonald, ancien secrétaire d'État et ambassadeur du Canada en Éthiopie, Flora Mcdonald, ancienne ministre des Affaires étrangères, et Lois Wilson, ancienne modératrice de l'Église unie du Canada et membre à la retraite du Sénat canadien.

La coalition a concentré une bonne partie de ses travaux sur l'élaboration et la promotion de ses critiques à l'égard de la législation fédérale en matière de sécurité nationale, notamment le projet de loi C-17, la Loi sur la sécurité publique.

Selon M. Allmand, la CSILC se préoccupe particulièrement des institutions démocratiques du Canada, dont le rôle et l'influence diminuent face à un milieu politique où les questions de sécurité et les pressions américaines pour l'harmonisation des politiques constituent une menace pour les droits des citoyens et citoyennes. « Cette tendance nous éloigne des libertés fondamentales et des valeurs communes qui sont les piliers de la démocratie canadienne », a déclaré M. Allmand. « En abandonnant ces libertés et ces valeurs, notre société risque d'être graduellement victime d'un style de gouvernement autoritaire qui ne diffère pas trop des régimes que nous condamnons. »

« Ces préoccupations sont importantes pour les universitaires », a soutenu James Turk, directeur général de l'ACPPU. « Les initiatives du gouvernement et ses préoccupations en matière de sécurité depuis le 11 septembre ont des répercussions négatives dans les universités, allant de l'auto-censure des publications savantes, aux restrictions imposées aux débats sur des questions politiques controversées en passant par les obstacles aux déplacements des universitaires à l'étranger, en particulier à destination et en provenance des États-Unis.

« Par l'entremise de la CSILC, nous espérons collaborer avec d'autres pour faire avancer la cause des libertés civiles et pour protéger l'intérêt particulier de la société dans un milieu savant libre, solide et critique », a-t-il ajouté. ■

English on page A11.

Committee of Inquiry

☞ From PAGE A1

Authority and serves on UBC's research ethics policy advisory board.

The third member of the committee is Sandra Taylor, director of the office of bioethics in the faculty of health sciences at Queen's University. Taylor is an associate professor in the department of medicine, with cross-appointments in family medicine, nursing and philosophy. She is also bioethicist for the Kingston General Hospital. Her major area of research is end-of-life issues.

"An independent committee of inquiry, under CAUT's new procedure in academic freedom cases, is fully autonomous," Turk explained.

"The committee determines the content of its report, and the first CAUT will learn the content of that report is when it's published and released to the public."

Turk said since the committee operates independently of CAUT, "we will be able to continue to assist Dr. Horne in dealing with university and hospital authorities while the committee does its work." ■

U of M to Double Law Tuition Over 3 Years

LAW students at the University of Manitoba have voted to nearly double tuition charged at their school, but only for incoming students.

"They voted for an increase, but the voters managed to escape it," Ian Boyko, national chairperson of the Canadian Federation of Student told The National Post. "It's about as bad an example of operating in bad faith as you'll see on a university campus. I have a strong feeling they wouldn't have voted for an increase for themselves."

The proposed 91 per cent tuition hike, to be phased in over a three-year period, has been approved by the university administration and the province's NDP government.

Kevin Toyne, president of the Manitoba Law Students Association, defended the vote to increase fees, saying new students will know what to expect and that it would be unfair to ask current students to pay for a sudden and unexpected increase in tuition.

Diane McGifford, Manitoba's Minister of Advanced Education, said her government approved the fee increase because of the support from students and the university's promise to dedicate 30 per cent of increased fee revenues to student aid.

"The dean of law guaranteed that any student accepted in the faculty by virtue of academic performance will not be rejected because of lack of money," McGifford said.

Currently, law students at Manitoba pay about $4,400 per year. ■

Version française à la page A5.

Settlement at Cape Breton

THE University College of Cape Breton faculty association has won a strong new collective agreement, following protracted negotiations. The agreement, ratified in February, provides for wage increases of 16 per cent over four years. The salary package was also front-end loaded, with five per cent retroactive to July 2002, a further two per cent in April 2003, and three per cent in July 2003, July 2004 and July 2005.

New language in the agreement provides protection from outsourcing, start up funds for new members, accommodation of disabilities, education leave, a research grant in lieu of salary and computers as standard office equipment. The settlement also provides improvements to parental leave and sabbatical pay.

In December members of FAUT voted 86 per cent in favour of strike action.

"Our members were determined to fight for what they deserve," said Allen Britten, president of the UCCB Faculty Association of University Teachers.

"It was a hard-fought battle, but we've achieved a terrific settlement." ■

Federal Budget Double-Edged Sword for Higher Education

JOHN Manley's first budget as Finance Minister is getting mixed reviews from Canada's post-secondary education community.

The Association of Universities and Colleges of Canada is praising the measures announced in the budget, saying new money for research will open "new horizons" for Canadian universities.

"This budget will help universities to raise the bar on research," AUCC president Robert Giroux said in a statement. "All the elements are now in place to complete the foundation for enhancing Canada's university research efforts."

The budget included a $500 million grant to the Canada Foundation for Innovation to support medical research, a 10 per cent increase in funding for the three research granting councils and $225 million a year to universities for the indirect costs of research.

But CAUT president Victor Catano says while the funding boost for research is welcome, the government nevertheless missed an opportunity to provide badly needed core funding for colleges and universities.

"The real problem we're struggling with is the reduction in core operating grants to universities and colleges," Catano said.

"As long as the federal government continues to ignore this reality, there just won't be enough funds to keep tuition fees down or to hire the faculty we desperately need to provide the teaching and research. This budget doesn't do a thing to help us meet these challenges."

Student groups agreed the budget should have done more to support the core budgets of universities and colleges so that tuition can be lowered and quality improved.

"This budget is about damage control," said Ian Boyko, national chairperson of the Canadian Federation of Students.

"Most of the new spending for post-secondary education will fill some gaps and partially compensate for earlier funding cuts. But in the bigger picture, the federal government still has no long-term vision for improving the quality and accessibility of colleges and universities."

Among the positive initiatives was the creation of the Canada Graduate Scholarships program that will provide financial support for 2,000 master's and 2,000 PhD students, he added, noting that the program will not be fully operational until 2007.

The budget also unveiled changes in the way Ottawa will transfer money to the provinces in support of health care, post-secondary education and social services.

Beginning in 2004, federal support to health care will be provided in a separate funding envelope, as recommended by the Romanow Commission, while money for post-secondary education and social services will be lumped together in the Canada Social Transfer.

While he is pleased to see the creation of a separate fund for heath care, Catano says he is disappointed the government did not use this opportunity to create distinct funds for post-secondary education and social assistance as CAUT had recommended.

"Until we have separate funding envelopes for all three programs, the Canadian public won't have any accountability over how federal dollars are being spent," Catano said.

He also noted that the share of total federal cash transfers going to health care will rise to 63 per cent when the two new transfers are in place next year, but as recently as the mid-1990s this figure was just 43 per cent.

Catano says this could result in as much as a $1 billion cut in post-secondary education transfers to the provinces.

"Much of the 'new' health care funding may simply be money that is being reallocated from post-secondary education and social services," he added.

Business groups were quick to condemn the budget, claiming the government was boosting spending too quickly.

However, Catano said that even with the new initiatives announced in the budget, program spending as a share of the economy remains near postwar lows.

"The Liberals eliminated the deficit mainly by cutting programs like unemployment insurance, health care, post-secondary education and social assistance," Catano said.

"At best, what we see in the budget is just a down payment on what's really needed." ■

Version française à la page A6.

Manitoba : une hausse de 91 p. 100

LES étudiants et étudiantes en droit de l'Université du Manitoba ont voté en faveur d'une hausse de près du double des droits de scolarité de leur école, mais seulement pour les nouveaux étudiants.

« Ils ont voté pour une hausse mais se sont arrangés pour y échapper », a déclaré au National Post Ian Boyko, président national de la Fédération canadienne des étudiantes et étudiants. « Vous ne verrez pas de pire exemple de mauvaise foi dans une université que celui-ci. J'ai le très net sentiment qu'ils n'auraient pas voté une hausse pour eux-mêmes. »

L'administration de l'université et le gouvernement néo-démocrate de la province ont approuvé le projet d'augmentation de 91 p. 100 des droits de scolarité, qui sera imposé graduellement sur une période de trois ans.

Kevin Toyne, président de la Manitoba Law Students Association, a défendu le résultat du vote en faveur de la hausse en soutenant que les nouveaux étudiants sauraient à quoi s'attendre et qu'il aurait été injuste de demander aux étudiants actuels d'assumer une hausse soudaine et imprévue des droits de scolarité.

Diane McGifford, ministre de l'Enseignement postsecondaire du Manitoba, a déclaré que son gouvernement avait approuvé la hausse en raison de l'appui de la population étudiante et de la promesse de l'université de consacrer à l'aide financière aux étudiants 30 p. 100 de l'augmentation des revenus tirés des droits de scolarité.

« Le doyen de la faculté de droit a assuré que les étudiants et étudiants acceptés pour leurs résultats scolaires ne seraient pas refusés faute d'argent », a ajouté la ministre.

À l'heure actuelle, les étudiants et les étudiantes en droit de l'Université du Manitoba paient environ 4 400 $ par année. ■

English on page A4.

Quebec Investigates Fees at McGill

THE government of Quebec is investigating whether McGill University is overcharging its international students.

Universities in Quebec are allowed to charge international students a maximum of $10,188 per year in tuition, but McGill's web site lists international fees as high as $15,000.

The seeming discrepancy was brought to the attention of the provincial Education Department by Montreal's Le Devoir newspaper, and an aide to Education Minister Sylvain Simard said the government will be following up on the matter.

"If, once we have spoken with McGill, we deem that they have not honoured the established rules, we will act accordingly," Nicolas Girard told Canadian Press.

Tuition fees in Quebec have been frozen for residents since 1993–1994, meaning Quebec students pay up to $1,668 per year for an undergraduate program compared with tuition fees of $4,012 per year for out of province students. International students pay tuition fees of approximately $9,200, but no more than $10,188.

McGill's web site lists fees for international students that range from $9,500 to $15,000. ■

Version française à la page A7.

L'INSTITUT INDO-CANADIEN SHASTRI INDO-CANADIAN INSTITUTE

India Studies Fellowship Competition for 2004–2005

The Shastri Indo-Canadian Institute invites applications from scholars, librarians, graduate students and artists who wish to undertake research or training in India during the **2004–2005** academic year. Please note that the India Studies Programme is running according to schedule and delays are not anticipated.

FACULTY FELLOWSHIPS

For candidates with appointments in Canadian universities or colleges. Fellowships may be used to i) do research, ii) undergo language training or iii) undertake study to acquire a new area of expertise.

LIBRARIAN FELLOWSHIPS

For Canadian university librarians to undertake i) research or ii) study in India that would enhance knowledge and skills relevant to India Studies teaching and research support.

POST-DOCTORAL FELLOWSHIPS

For candidates with Ph.D.s to do research.

STUDENT FELLOWSHIPS

For candidates entering or enrolled in a graduate degree programme. Fellowships may be used to i) do research, ii) undergo language training or iii) acquire a graduate degree from an Indian university.

ARTS FELLOWSHIPS

For visual and performing artists who i) are practitioners of an Indian art form and wish to undergo training or engage in related activity in India to improve their skills or expand their repertoire or, ii) are not practitioners of such an art form but wish to undergo training in India in an Indian art form to develop their own work in new, interesting and creative ways.

The funding for this Programme is subject to budgetary provisions.

CONDITIONS OF APPLICATION

- Eligibility is restricted to citizens and permanent residents of Canada who are a minimum of eighteen years of age.
- Fellowships are awarded to those specializing in India Studies in the areas of the arts, humanities and the social sciences, including education, management and law.
- The primary criteria for selection are the professional competence of the applicants and the potential for improving the understanding of India in Canada.
- Fellowships are given for periods ranging from three to twelve months. Tenure cannot begin until Government of India approval has been obtained. Normally candidates can expect to hear by **July 1, 2004** but approval may take longer.
- Applications must be submitted on forms supplied by the Institute for this year's competition.
- Deadline for receipt of complete applications is **Monday June 30, 2003**. Please note that applications sent by e-mail or facsimile are not accepted.

INQUIRIES & APPLICATION FORMS

Programme Officer
India Studies Programme
Shastri Indo-Canadian Institute
Room 1402, Education Tower
2500 University Dr. NW
Calgary, Alberta, Canada T2N 1N4
Tel. (403) 220-7467
Fax (403) 289-0100
E-mail: sici@ucalgary.ca
Website: www.ucalgary.ca/~sici

2003 - 3M TEACHING FELLOWSHIPS

Call for Nominations

The Society for Teaching and Learning in Higher Education (STLHE) and 3M Canada are pleased to announce the continuation of the 3M Fellows Program with up to 10 awards for 2003.

The Award

A citation of excellence in recognition of exemplary contributions to teaching and learning, and a 3-day retreat at Fairmont Le Château Montebello. All expenses are paid as part of the award.

Eligibility

Open to any individual teaching at a Canadian university regardless of discipline or level of appointment.

Criteria for the Award

Excellence in teaching over a number of years principally (but not exclusively) at the undergraduate level, and commitment to the improvement of university teaching within the candidate's own institution and perhaps beyond.

Nomination Procedure

Several items should be included in the nomination package including a nomination brief which presents the case for the nominee. For details please see the Call for Nominations available from Office of the Vice-President (Academic), or directly from www.johnmolson.concordia.ca/sthe or www.tss.uoguelph.ca/sthe.

For more information:
STLHE
c/o Dr. Arshad Ahmad
Program Coordinator
3M Teaching Fellowships
Department of Finance
Concordia University
1455 de Maisonneuve Boulevard W.
Montreal, Quebec H3G 1M8
(514) 848-2928 / 2793
Email: arshad@jmsb.concordia.ca

Nomination Deadline: April 25, 2003

BOURSES D'ENSEIGNEMENT 3M - 2003

Appel de candidatures

La Société pour l'avancement de la pédagogie dans l'enseignement supérieur (SAPES) et la compagnie 3M Canada ont le plaisir d'annoncer la poursuite du Programme des bourses d'excellence 3M dans le cadre duquel dix bourses seront accordées pour l'année 2003.

A propos des bourses

Les bourses donnent droit à : un certificat d'excellence attestant d'une contribution remarquable à l'enseignement et à l'apprentissage, et une rencontre de 3 jours au Château Montebello Fairmont, toutes dépenses payées.

Admissibilité:

Toute personne qui enseigne dans une université canadienne, quels que soient sa discipline ou son niveau hiérarchique.

Critères d'attribution

Excellence de l'enseignement depuis un certain nombre d'années, principalement (mais non exclusivement) au premier cycle, et engagement à améliorer la qualité de l'enseignement supérieur, dans son propre établissement et éventuellement à l'extérieur.

Dossier de candidature

Le dossier de candidature doit comporter plusieurs éléments, dont une présentation du candidat ou de la candidate. Pour plus de détails, veuillez consulter l'appel de candidatures au Bureau du vice-recteur à l'enseignement et à la recherche ou sur les sites Web : www.johnmolson.concordia.ca/sthe ou www.tss.uoguelph.ca/sthe.

Pour tout complément d'information :
SAPES
a/s Pr Arshad Ahmad
Coordonnateur, Programme des bourses d'enseignement 3M
Département de finance
Université de Concordia
1455, boul. de Maisonneuve O.
Montréal, Québec H3G 1M8
(514) 848-2928 / 2793
Courriel : arshad@jmsb.concordia.ca

Date limite de depôt des candidatures : le 25 avril 2003

4th Global Action Week for Education

6–13 April 2003

More information at www.ei-ie.org.

Un couteau à deux tranchants pour l'éducation

Le premier budget du ministre des Finances John Manley suscite des commentaires partagés au sein de la collectivité universitaire.

L'Association des universités et collèges du Canada se félicite des mesures annoncées dans le budget et soutient que les nouveaux investissements dans la recherche ouvriront de « nouveaux horizons » aux universités canadiennes.

« Ce budget aidera nos universités à hausser la barre de la recherche », a déclaré le président de l'AUCC, Robert Giroux. « Tous les éléments nécessaires à établir une base solide pour la recherche au Canada sont maintenant en place. »

Le budget comprend une subvention de 500 $ millions de dollars à la Fondation canadienne pour l'innovation aux fins de la recherche médicale, une hausse de 10 p. 100 du budget des trois conseils de recherches et 225 $ millions de dollars par année pour aider les universités à assumer les coûts indirects de la recherche.

Le président de l'ACPPU, Victor Catano, accueille d'un bon œil l'augmentation des crédits à la recherche mais estime toutefois que le gouvernement a manqué

L'enseignement postsecondaire aura droit à moins d'argent.

une occasion d'injecter aux collèges et aux universités les fonds de base dont ils ont grandement besoin.

« Le vrai problème qui nous accable est la réduction des subventions de fonctionnement de base des universités et collèges », a affirmé M. Catano.

« Tant que le gouvernement fédéral continuera à ignorer cette réalité, il n'y aura tout simplement pas assez de fonds pour garder les droits de scolarité à un seuil raisonnable et pour embaucher le personnel enseignant dont nous avons désespérément besoin pour assurer l'enseignement et la recherche. Le budget n'offre rien pour nous aider à relever ces défis. »

Les associations étudiantes admettent que le gouvernement aurait dû faire plus pour soutenir les budgets de base des universités et des collèges afin de permettre une baisse des droits de scolarité et une amélioration de la qualité.

Selon Ian Boyko, président national de la Fédération canadienne des étudiantes et étudiants, le budget ne vise qu'à limiter les dégâts.

« La plupart des nouvelles dépenses au titre de l'enseignement postsecondaire combleront certaines lacunes et compenseront en partie les compressions budgétaires antérieures. Cependant, en prenant la situation dans son ensemble, le gouvernement fédéral n'a pas encore de vision à long terme pour améliorer la qualité et l'accès des collèges et des universités. »

Il ajoute que, parmi les initiatives positives figure la création du Programme de bourses d'études supérieures du Canada qui aidera financièrement 2 000 candidats à la maîtrise et 2 000 candidats au doctorat. Il fait remarquer, par contre, que le programme n'entrera complètement en vigueur qu'en 2007.

Le budget a également donné l'occasion pour le gouvernement de dévoiler les modifications qu'il apportera aux transferts aux provinces au titre des soins de santé, de l'enseignement postsecondaire et des services sociaux.

À compter de 2004, une enveloppe distincte, recommandée par la Commission Romanow, financera les soins de santé. L'enseignement postsecondaire et les services sociaux seront groupés dans la même enveloppe sous la forme du Transfert canadien en matière de programmes sociaux.

M. Catano se réjouit de la création d'une enveloppe distincte pour la santé, mais est déçu que le gouvernement n'ait pas profité de cette occasion pour créer des fonds distincts pour l'enseignement postsecondaire et l'aide sociale à la recommandation de l'ACPPU.

« Tant que nous n'aurons pas d'enveloppes de financement séparées pour les trois programmes, la population canadienne n'aura pas de comptes sur les dépenses des fonds fédéraux », a-t-il ajouté.

Il a également souligné que la proportion des transferts en espèces totaux du fédéral destinés à la santé passera à 63 p. 100 quand les deux nouveaux transferts seront mis en œuvre l'an prochain. Toutefois, à venir jusqu'au milieu des années 1990, cette proportion ne représentait que 43 p. 100.

De l'avis de Victor Catano, cette mesure pourrait entraîner une réduction de un milliard de dollars des transferts aux provinces au titre de l'enseignement postsecondaire.

« Une bonne portion de la « nouvelle » enveloppe pour la santé peut simplement concorder avec une réallocation d'argent provenant de l'enseignement postsecondaire et des services sociaux », a-t-il ajouté.

Des groupes de gens d'affaires ont rapidement condamné le budget et ont prétendu que le gouvernement augmentait les dépenses trop vite.

Toutefois, M. Catano estime que même avec les hausses annoncées dans le budget, les dépenses de programmes en tant que part de l'économie demeurent à un niveau proche de celui de l'après-guerre.

« Les Libéraux ont éliminé le déficit principalement en sabrant des programmes comme l'assurance-emploi, la santé, l'enseignement postsecondaire et l'aide sociale », a-t-il fait remarquer.

« Au mieux, les annonces faites dans le budget ne sont qu'une avance sur ce dont nous avons réellement besoin ». ■

English on page A5.

Ethics Funding Under Attack at St. Michael's

From PAGE A1

"So far, St. Mike's just doesn't get it," said Garfield Mahood, executive director of the Non-Smokers' Rights Association. "If St. Mike's officials enrolled in their own business ethics course, they would flunk."

A spokesperson for Montreal-based Imperial Tobacco said the company knew its donation would be used for the program on corporate responsibility, but that the money was offered with no strings attached.

But Laurent Leduc, who was one of the founders of the ethics program and one of its instructors, said an assignment outline he designed based on a case study of a tobacco donation to a British university was rejected after the donation from Imperial Tobacco was received.

"It's possible to construe that the rejection of his assignment was related to corporate funding of the program," said Rhonda Love, chair of CAUT's Academic Freedom and Tenure Committee and a University of Toronto professor of public health sciences. "Indeed, some might say it looks like Imperial Tobacco bought silence. That raises serious academic freedom concerns."

Richard Alway, president of St. Michael's College, insisted the donation did not influence the design or content of the program, and added that the college has since set up a committee to review all donations for possible ethical conflicts.

"Clearly in this area there are strongly held and diverse opinions," Alway said.

Not surprisingly, the donation is under attack from student groups who worry it may have influenced the program.

"It concerns us as students when corporations involve themselves in the curriculum," said Rocco Kusi-Achampong, president of the University of Toronto Student Administrative Council.

Bruce Buchanan, a retired Ontario Ministry of Health official and University of Toronto alumnus, is calling for all universities to stop investing in or accepting money from cigarette manufacturers.

"Universities must be committed to the pursuit of truth in science," argues Buchanan.

"But millions of pages of documents now on the public record show that the tobacco industry has suppressed the truth and undermined objective science. In fact, its disinformation campaigns have led to the premature deaths of thousands of Canadians. Any institution seriously committed to the discovery of truth should gag at the thought of taking money from this source." ■

Version française à la page A7.

University of St. Michael's College under fire for accepting Imperial Tobacco donation to fund business ethics course.

Nominations for CAUT Committees

Twenty-three faculty members have been nominated for vacancies on the CAUT executive and the four standing committees of CAUT Council – Academic Freedom and Tenure Committee, Collective Bargaining and Economic Benefits Committee, Librarians Committee and Status of Women Committee. Elections will be held on Saturday, May 3, during the CAUT Council meeting in Ottawa. ■

Candidatures aux comités de l'ACPPU

Vingt-trois personnes ont été mises en candidature pour les postes vacants du Comité de direction de l'ACPPU et des quatre comités permanents du Conseil de l'ACPPU : le Comité de la liberté universitaire et de la permanence de l'emploi, le Comité de la négociation collective et des avantages économiques, le Comité des bibliothécaires et le Comité du statut de la femme. Des élections auront lieu le samedi 3 mai pendant l'assemblée du Conseil à Ottawa. ■

Nominees Candidatures

CAUT Executive Committee
Comité de direction de l'ACPPU

President/Présidence
Victor Catano (Saint Mary's)

Vice-President/Vice-présidence
Loretta Czernis (Bishop's)

Members-at-large
Membres ordinaires
Anver Saloojee (Ryerson)
Henry Jacek (McMaster)

Chair AF&T/Présidente CLUPE
Rhonda Love (Toronto)

Chair SWC/Présidente CSF
Mercedes Steedman (Laurentian)

CAUT Standing Committees
Comités permanents de l'ACPPU

AF&T/CLUPE
William Bruneau (UBC)
Michael Carroll (UWO)
G. Edward Ebanks (UWO)

CBEBC/CNCAE
Charles Draimin (Concordia)
Chris Ferns (Mt. St. Vincent)
Douglas Lorimer (Wilfrid Laurier)
Frank Reynolds (Waterloo)
Maureen Shaw (CIEA)

Librarians/Bibliothécaires
Joanne Matthews (UNBC)
Michael Skelton (Wilfrid Laurier)
Kent Weaver (Toronto)

SWC/CSF
Barbara Cameron (York)
Julie Guard (Manitoba)
Linda Paul (Regina)
Mercedes Rowinsky (Wilfrid Laurier)
Katherine Side (Mt. St. Vincent)
Darlene Steven (Lakehead)

NEWS ACTUALITÉS

CAUT Seeks Health & Safety Officer

FOLLOWING last November Council's direction to make occupational health and safety a priority, CAUT has posted a new position of health and safety officer.

"The principal responsibility of the health and safety officer will be to assist local associations in protecting the health and safety of their members," said James Turk, executive director of CAUT.

Duties will include preparing fact sheets and other material on health and safety problems in academic workplaces, developing CAUT training programs for local health and safety committee members, liaising with experts on specific occupational health and safety issues and raising public awareness about health and safety concerns in universities and colleges.

The health and safety officer will represent CAUT at meetings of advisory groups, liaise with occupational health and safety officials in the labour movement and in the academic community, monitor occupational health and safety legislation and provide bargaining advice.

"We are looking for someone who has demonstrated expertise in occupational health and safety issues and in assisting workers protect their rights to healthy and safe workplaces," Turk said. "Also essential is experience in collective bargaining and dispute resolution – preferably in a post-secondary education context." ■

See health & safety officer advertisement on page B17.

Version française à la page A11.

L'IE examinera des dossiers en éducation

LA fédération qui représente des syndicats et des associations d'enseignants du monde entier met sur pied un groupe de travail international sur la mondialisation et l'éducation. L'Internationale de l'éducation crée ce groupe de travail dans le but d'élaborer des recommandations qui lui donneront les moyens de réagir à la commercialisation grandissante et au commerce de l'éducation dans l'économie mondiale.

Le directeur général associé de la politique officielle et des communications de l'ACPPU, David Robinson, a été nommé au sein du groupe de travail de 13 membres.

« Les organismes du Canada, dont l'ACPPU, sont aux premières lignes d'une bonne partie de la réflexion qui se fait sur la manière dont les accords commerciaux et la mondialisation de l'économie portent atteinte aux services publics comme l'éducation », a déclaré M. Robinson. « Je pense que le défi consiste maintenant à élargir nos critiques pour y inclure une vision internationale des solutions de remplacement aux accords commerciaux actuels que nous aimerions avoir. Le groupe de travail est une première étape importante vers la précision de cette vision. » ■

English on page A4.

Un don controversé au collège St. Michael's

LE collège St. Michael's de l'Université de Toronto est vivement critiqué par la population étudiante, le corps professoral et les organismes de santé. Ils veulent que l'école rembourse un don controversé qu'elle a reçu d'une société productrice de tabac.

Il y a deux ans, le collège St. Michael's a accepté une subvention de 150,000 $ de la société Imperial Tobacco pour l'aider à financer un programme sur la responsabilité des sociétés.

« Comment une université peut-elle accepter des fonds immoraux d'une société immorale pour financer un programme en éthique. Cela dépasse l'imagination », a affirmé Bob Willard, ancien membre du conseil consultatif du programme en éthique d'entreprise dont il a démissionné pour protester contre cette subvention.

Les groupes de lutte contre le tabagisme et les groupes sur la santé publique ont lancé une campagne médiatique visant à enjoindre l'université de rembourser l'argent. Les groupes paient des annonces dans les journaux et à la radio dans lesquelles ils demandent à toutes les universités de rompre leurs liens avec l'industrie du tabac.

« Nous ne comprenons pas pourquoi une université accepte de s'associer avec un grand fabricant de tabac », a demandé Atul Kapur, président de Médecins pour un Canada sans fumée. « Nous n'avons pas d'autre solution que de demander à l'université de choisir entre embrasser les intérêts de la santé publique ou légitimer une industrie qui a causé la mort de centaines de milliers de Canadiens et Canadiennes. »

« Jusqu'à maintenant, le collège St. Mike's ne voit tout simplement pas la différence », a soutenu Garfield Mahood, directeur général de l'Association pour les droits des non-fumeurs. « Si les dirigeants du collège suivaient les cours de leur programme en éthique de l'entreprise, ils échoueraient. »

Selon un porte-parole de l'Imperial Tobacco, dont le siège est à Montréal, la société savait que son don servirait à financer le programme sur la responsabilité des sociétés, mais elle l'a offert sans conditions.

Toutefois, Laurent Leduc, un des fondateurs du programme en éthique et un des membres du corps professoral, a confié qu'un plan de travail, qu'il avait créé d'après une étude de cas portant sur le don fait à une université britannique par un fabricant de tabac, a été refusé après la réception du don de l'Imperial Tobacco.

« On peut interpréter ce refus comme étant relié au financement privé du programme », a fait remarquer Rhonda Love, présidente du Comité de la liberté universitaire et de la permanence de l'emploi de l'ACPPU et professeure en sciences de la santé publique. « En fait, certaines personnes pourraient dire que l'Imperial Tobacco a acheté le silence. Cela soulève de graves questions de liberté universitaire. »

Richard Alway, directeur du collège St. Michael's, a insisté pour dire que le don n'avait pas influencé la conception ou le contenu du programme. Il a ajouté que le collège a depuis mis sur pied un comité chargé d'examiner tous les dons pour éviter les conflits d'éthique possibles.

« À l'évidence, ce domaine suscite des opinions diverses et tranchées », a-t-il ajouté.

Il n'y a rien d'étonnant à ce que les groupes étudiants critiquent le don, car ils craignent qu'il ait une influence sur le programme.

« L'ingérence des sociétés dans le programme d'études nous préoccupe, nous, les étudiants », a déclaré Rocco Kusi-Achampong, qui préside le conseil administratif étudiant de l'Université de Toronto.

Bruce Buchanan, fonctionnaire à la retraite du ministère de la Santé de l'Ontario et ancien étudiant de l'Université de Toronto, demande à toutes les universités de cesser d'investir dans les sociétés productrices de tabac ou d'accepter des fonds de celles-ci.

« Les universités doivent se vouer à la quête de la vérité en sciences », soutient-il. « Mais des millions de pages de documents publics montrent que l'industrie du tabac a supprimé la vérité et a sapé l'objectif scientifique. À vrai dire, ses campagnes de désinformation ont entraîné le décès prématuré de milliers de Canadiens et Canadiennes. Un établissement d'enseignement qui se voue sérieusement à la découverte de la vérité devrait avoir la nausée à la pensée d'accepter de l'argent provenant de cette source. » ■

English on page A1.

L'étendue de l'unité de négociation de l'ABPPUM est contestée à l'Université de Moncton

L'UNIVERSITÉ de Moncton s'oppose à l'accréditation de son personnel universitaire contractuel par le syndicat représentant le corps professoral à l'université.

En avril 2002, après une fructueuse campagne de syndicalisation, l'Association des bibliothécaires et des professeurs et professeures de l'Université de Moncton (ABPPUM) a demandé la modification de son unité de négociation pour y inclure plusieurs catégories d'universitaires contractuels.

Toutefois, dans une tentative de contrecarrer les efforts de syndicalisation, l'administration de l'université a fait part de ses objections, ce qui a entraîné le retard de la reconnaissance syndicale auprès de la Commission du travail et de l'emploi du Nouveau-Brunswick.

Selon les dirigeants de l'ABPPUM, la situation à l'Université Moncton est intenable. Ils accusent l'administration de recourir à des tactiques dures pour paralyser le processus.

« L'université s'est élevée contre l'accréditation des professeurs contractuels, notamment en prétendant qu'ils sont des entrepreneurs indépendants », a déclaré Michèle Caron, présidente de l'ABPPUM. « Elle invoque cet argument absurde malgré le fait que des professeurs contractuels soient syndiqués en unités de négociation dans tout le pays. »

Elle a affirmé qu'une nette majorité d'universitaires contractuels souhaitent être représentés par l'ABPPUM.

Les deux parties ont comparu aux audiences de la commission en janvier et d'autres audiences sont prévues en mars.

Michèle Caron est confiante que l'association réussira sa tentative de représenter les universitaires contractuels à l'université. Elle ajoute cependant qu'elle est déçue des retards et des reports.

« D'autres universités ont pu régler des différends sur la définition de l'unité de négociation sans recourir à des audiences », a-t-elle soutenu. « Pourtant, l'Université de Moncton paralyse nos efforts de syndicalisation. »

Elle fait remarquer une tendance troublante dans l'attitude de l'administration à l'endroit de l'association. « La manège à la Commission du travail et de l'emploi, notre longue grève en 2000 et la tentative de l'administration de nous forcer à retourner au travail au moyen d'une loi me laissent songeuse : est-ce de l'antisyndicalisme? »

Le syndicat des professeurs et l'université entameront des négociations collectives bientôt.

« Ce genre de comportement ne présage rien de bon pour les relations de travail à l'Université de Moncton », conclut Mme Caron. ■

English on page A11.

EU Excludes Education

AMERICAN efforts to open up education services in current trade negotiations suffered a serious setback last month when the European Commission announced it was ruling out any immediate commitments to liberalize post-secondary education services.

EU trade commissioner Pascal Lamy said the decision was made because of fears that including education in the General Agreement on Trade in Services (GATS) could potentially lead to the elimination of public subsidies and grants for universities and colleges.

The EU's position "ensures that services of collective interest, such as education and health, are preserved," Lamy said in a statement.

CAUT's director of policy and communication, David Robinson, said the EU decision is a victory for teachers and other education workers concerned about the impact of trade liberalization.

"The United States is aggressively seeking to include education in GATS negotiations," Robinson said. "If the EU had backed the same position, the pressures on Canada and other smaller countries to make commitments would have been that much more difficult to push back. Now, we're likely to see more countries lining up to say that education is a public service and should not be covered by commercial trade rules."

Despite the EU declaration, many of the 19 member states have requested that education services be included in GATS negotiations. In addition to the U.S., Australia and New Zealand are also seeking further liberalization in the sector. ■

Version française à la page A8.

Les droits de scolarité sous enquête à McGill

LE gouvernement du Québec mène une enquête pour vérifier si l'Université McGill n'exige pas des droits de scolarité trop élevés aux étudiants étrangers.

Les universités québécoises peuvent imposer aux étudiants étrangers des droits de scolarité d'au plus 10 188 $ par année. Or, le site Web de l'Université McGill affiche des factures d'au moins 15 000 $.

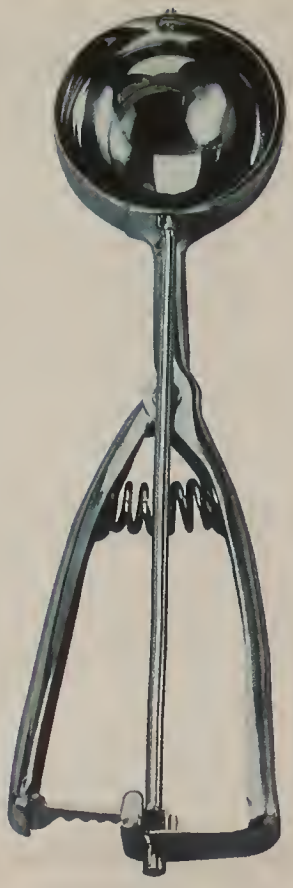
Le journal Le Devoir, de Montréal, a porté à l'attention du ministère de l'Éducation ces anomalies apparentes. L'attaché de presse du ministre de l'Éducation Sylvain Simard a déclaré que le gouvernement donnerait suite à ce problème.

«Si, à la lumière des échanges qu'on aura avec McGill, on estime qu'ils ne respectent pas les règles établies, on agira en conséquence », a confié Nicolas Girard à la Presse canadienne.

Au Québec, les droits de scolarité sont gelés pour les résidents de la province depuis 1994. Les étudiants québécois paient donc jusqu'à 1 668 $ par année pour un programme d'études de premier cycle contre 4 012 $ par année pour les étudiants résidant hors Québec. Les étudiants étrangers paient des droits de scolarité de 9 200 $ en moyenne, pour un maximum annuel de 10 188 $.

L'Université McGill affiche sur son site Web une liste de droits de scolarité pour les étudiants étrangers qui varie de 9 500 $ à 15 000 $. ■

English on page A5.



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NEWS

How the U.K. Lost its Low-Income Students

THE share of British university students coming from the poorest families has fallen dramatically since the introduction of tuition fees, concludes a new study prepared by the U.K. Department for Education and Skills.

The research, by Steve Machin, one of the most senior advisors in the education department and professor of economics at University College London, compares participation in higher education by social class in the 1990s. It finds that in 1991–1992, 13 per cent of children from the lowest social class attended university. By the end of the decade, following the introduction of tuition fees and the abolition of student grants by the Blair government, this figure dropped to 7 per cent.

"It is clear that educational inequality – the link between family income and post-16 education – has tended to rise in recent years," the report says. "Even the sharp expansion of university participation of the 1990s did not benefit poorer children."

At the same time as participation rates of students from poorer households plummeted, the share of university students from higher social classes rose from 55 per cent to 72 per cent.

The report concludes that less able students from affluent backgrounds are making gains at the expense of brighter students from lower-income families.

"It seems inevitable that this will result in higher ability children from poor backgrounds missing out, and lower ability children from rich backgrounds getting lucky," says Machin in the report.

The report is also critical of plans by Education Secretary Charles Clarke to introduce £3,000 top-up fees, concluding it will reinforce the rigid class divisions in Britain's education system. ■

L'Union européenne exclut l'éducation des accords de l'AGCS

LES efforts des Américains pour inclure les services éducatifs dans les négociations commerciales en cours ont connu un sérieux recul le mois dernier lorsque la Commission européenne a annoncé qu'elle écartait tout engagement immédiat en faveur de la libéralisation des services d'enseignement postsecondaire.

Le commissaire au commerce de l'Union européenne, Pascal Lamy, a déclaré que cette décision avait été prise de crainte que l'inclusion de l'éducation dans l'Accord général sur le commerce des services (AGCS) finisse par entraîner l'élimination des subventions et des subsides publics aux universités et aux collèges.

La position de l'Union européenne « garantit, dans le même temps, la préservation des services d'intérêts collectifs [...], tels l'éducation et la santé », a déclaré M. Lamy.

Selon le directeur de la politique officielle et des communications de l'ACPPU, David Robinson, la décision de l'Union européenne est une victoire pour les enseignants et autres travailleurs de l'éducation inquiets des effets de la libéralisation du commerce. « Les États-Unis cherchent énergiquement à inclure l'éducation dans les négociations de l'AGCS », a affirmé M. Robinson. « Si l'Union européenne avait appuyé la même position, le Canada et d'autres pays plus petits auraient été pressés de prendre des engagements qu'il aurait été beaucoup plus difficile de retirer ensuite. Nous verrons probablement maintenant plus de pays se rallier au fait que l'éducation est un service public qui ne devrait pas être assujetti aux règles du commerce international. »

Malgré la déclaration de l'Union européenne, nombre de pays parmi les 19 membres ont demandé que les services éducatifs fassent partie des négociations de l'AGCS. Outre les États-Unis, l'Australie et la Nouvelle-Zélande veulent également une plus grande libéralisation dans ce secteur. ■

English on page A7.

CAUT Joins International Cultural Diversity Network

CAUT is adding its voice to more than 50 groups concerned about the impact of globalization and trade agreements on local cultures.

The International Network for Cultural Diversity is a worldwide coalition of artists, authors, media workers and other cultural groups dedicated to countering the homogenizing effects of globalization on culture.

"In many parts of the world, including Canada, the voices of local authors and artists are being drowned out by imported entertainment," said CAUT president Victor Catano. "Many of our colleagues in the academic world are authors and artists, and by joining INCD we can help better promote their interests on the international stage."

In addition to pressuring governments not to enter into any agreement that constrains local cultures and the policies that support them, INCD is also actively promoting a new international agreement that would provide a permanent legal foundation for cultural diversity. ■

Version française à la page A12.

ACTUALITÉS

Jailed Al-Arian Fired by University

UNIVERSITY of South Florida professor Sami Al-Arian, along with seven others, has been charged in a 50-count indictment with supporting, financing and relaying messages for a Palestinian terrorist group.

The indictment accuses the men of being members of the Palestinian Islamic Jihad, a group named by the United States as a terror organization.

In announcing the indictment, Attorney General John Ashcroft said: "Our message to them and to others like them is clear: We make no distinction between those who carry out terrorist attacks and those who knowingly finance, manage or supervise terrorist organizations."

USF president Judy Genshaft fired Al-Arian, one week after his arrest.

Al-Arian, on a hunger strike since his incarceration Feb. 20, denies any connection to terrorists.

"It's all about politics," Al-Arian told reporters following his arrest in Tampa.

The United Faculty of Florida, the USF faculty union, issued a statement reminding everyone of the right of an accused "to be presumed innocent until proven guilty."

In addition, the union said it will continue to defend Al-Arian's rights related to his job on campus.

Al-Arian, a native of Kuwait, has lived in the U.S. since 1975. He was educated at Southern Illinois University and North Carolina State University. He has been a computer science professor at USF since 1986, winning several teaching awards and publishing more than 50 articles.

He is a well-known community activist who founded a Muslim school and community centre. During the late 1980s and early 1990s, he helped organize a group called Islamic Concern Project, described as a charity involved in Muslim issues.

FBI scrutiny for more than 10 years had previously found no basis to charge Al-Arian. ■

Arrêté, le professor Al-Arian est congédié

LE professeur Sami Al-Arian, de l'University of South Florida, ainsi que sept autres personnes, font l'objet de 50 chefs d'accusation pour avoir appuyé et financé un groupe terroriste palestinien et pour lui avoir relayé des messages.

Ces hommes sont accusés d'être membres du Jihad islamiste, un groupe palestinien que les États-Unis qualifient d'organisme terroriste.

En annonçant les chefs d'accusation, le procureur général John Ashcroft a déclaré : « Nous avons un message clair pour eux et pour d'autres personnes comme eux : Nous ne faisons aucune différence entre ceux qui accomplissent des actes terroristes et ceux qui financent, gèrent ou supervisent des organismes terroristes. »

La rectrice de l'USF, Judy Genshaft, a congédié M. Al-Arian une semaine après son arrestation.

Sami Al-Arian, qui fait la grève de la faim depuis son emprisonnement le 20 février, nie avoir des liens avec des terroristes.

« Tout ça, c'est de la politique », a-t-il déclaré aux journalistes après son arrestation à Tampa.

L'United Faculty of Florida, le syndicat du corps professoral de l'USF, a fait une déclaration rappelant à la population le droit d'un accusé d'être présumé innocent jusqu'à preuve du contraire.

Le syndicat a ajouté qu'il continuerait de défendre les droits de Sami Al-Arian liés à son emploi à l'université.

M. Al-Arian, originaire du Koweït, vit aux États-Unis depuis 1975. Il a fait ses études à la Southern Illinois University et à la North Carolina State University. Professeur de science informatique à l'USF depuis 1986, il a remporté plusieurs prix d'enseignement et a publié plus de 50 articles.

Militant communautaire reconnu, il a fondé une école musulmane et un centre communautaire. Pendant les années 1980 et au début des années 1990, il a aidé à la mise sur pied du groupe Islamic Concern Project, décrit comme une œuvre de bienfaisance vouée aux questions musulmanes.

Pendant plus de dix ans, le FBI avait minutieusement enquêté sur le cas de Sami Al-Arian sans toutefois trouver de motifs d'accusation. ■

ACCESS
NATIONAL EDUCATION FORUM

Dramatically increasing tuition fees and debilitating debt loads threaten to return our public post-secondary education institutes to their elitist past. In response to the threat posed by rising costs, CAUT and the Canadian Federation of Students (CFS) have launched a national campaign on access.

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To learn more about the *National Education Forum*
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Tous les automobilistes faisant une demande d'assurance au Canada devront fournir les renseignements ci-dessus. Il importe cependant de souligner que tous les assureurs peuvent ne pas reconnaître l'expérience de conduite dans un autre pays. Certaines compagnies le reconnaissent partiellement tandis que d'autres ne le reconnaissent pas du tout.

Selon que votre déménagement est permanent ou temporaire, vous devriez également connaître les diverses lois provinciales régissant l'octroi de permis aux particuliers et l'immatriculation des véhicules. Votre permis actuel peut n'être valide que pour un certain nombre de jours. Il est donc important que vous sachiez comment obtenir un permis de conduire valide de la province ou vous vous établirez.

Si vous venez d'un autre pays et que vous vous installez au Canada, vous devriez également connaître le code de la route canadien. Il vous serait aussi profitable de vous procurer le guide de l'automobiliste pour vous familiariser avec le code de la route.

Bien qu'il soit exigé d'assurer un véhicule pour un montant minimal (la loi cependant ne recommande pas de souscrire une assurance au montant minimal), il importe de savoir que l'assurance automobile n'est pas structurée de la même manière dans toutes les provinces. Il existe des divergences considérables d'une province à l'autre. Vous ne pouvez conduire un véhicule s'il n'est pas immatriculé auprès de l'organisme gouvernemental compétent, entre autres le ministère des Transports. De plus, vous ne pouvez immatriculer un véhicule sans assurance valable.

Si vous louez un véhicule ou avez pris des dispositions pour louer un véhicule, l'entreprise de location ou l'institution financière insistera pour que le montant de votre assurance soit plus élevé que le montant minimal exigé par la loi dans le but de protéger ses intérêts.

Dès que vous savez dans quelle province vous vous établirez, prenez le temps de visiter le site Web du gouvernement compétent pour obtenir tous les renseignements pertinents.

Si vous déménagez d'une province à une autre, le changement d'assurance ne sera peut-être pas aussi compliqué. Votre assureur actuel est peut-être autorisé à faire des affaires dans toutes les provinces. Si tel est le cas, votre courtier pourra tout simplement vous recommander à un collègue qui traite avec le même assureur dans votre nouvelle province de résidence. Dans l'ensemble, vous devrez connaître le délai autorisé pour transférer votre permis de conduire et immatriculer votre véhicule dans la nouvelle province.

Informez-vous.
Vous pouvez vous renseigner sur la délivrance des permis de conduire et sur l'immatriculation des véhicules dans les dix provinces aux sites suivants :

- *Terre-Neuve et Labrador :* http://www.gov.nf.ca/gsl/gs/mr/dl-graduated_driver_licencing.stm
- *Nouveau-Brunswick :* http://www.gnb.ca/0113/mv/index-f.asp
- *Nouvelle-Écosse :* http://www.gov.ns.ca/snsmr/rmv/
- *Île-du-Prince-Édouard :* http://www.gov.pe.ca/infopei/onelisting.php3?number=69700
- *Québec :* http://www.saaq.gouv.qc.ca
- *Ontario :* http://www.mto.gov.on.ca/french/
- *Manitoba :* http://www.gov.mb.ca/tgs/ddvl/index.fr.html
- *Saskatchewan :* http://www.sgi.sk.ca/sgi_internet/index.html
- *Alberta :* http://www.tu.gov.ab.ca/home/index.asp
- *Colombie-Britannique :* http://www.th.gov.bc.ca/bchighways/driverinfo.htm

Pour en savoir davantage sur l'assurance automobile, rendez-vous aux sites suivants :

- *Bureau d'assurance du Canada :* www.ibc.ca
- *Association des courtiers d'assurance du Canada :* www.ibac.ca

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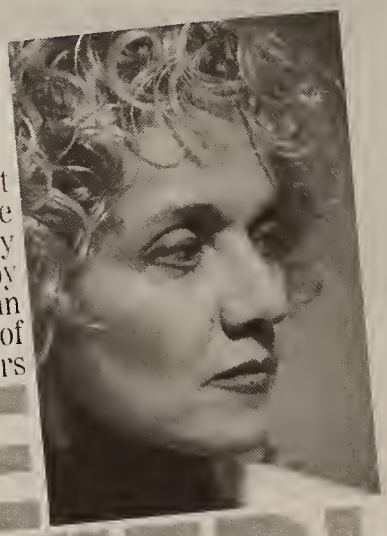

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NEWS ACTUALITÉS

CAUT Joins International Civil Liberties Monitoring Group

CAUT has joined the International Civil Liberties Monitoring Group (ICLMG), a coalition of civil rights advocates, NGOs, churches, unions, environmental advocates, other faith groups and groups representing immigrant and refugee communities in Canada.

The group serves as a roundtable for discussion and exchange between organizations and communities likely to be affected by the application of Canada's anti-terrorism legislation, and to provide a point of cooperative action in response to the laws and their impact on the legitimate activities of Canadians.

Among eminent Canadians who have come forward as "friends of the ICLMG" are former Solicitor General of Canada Warren Allmand; Ed Broadbent, a former leader of Canada's NDP Party; Gordon Fairweather, first chief commissioner of the Canadian Human Rights Commission; David MacDonald, a former Canadian Secretary of State and ambassador to Ethiopia; Flora Mcdonald, a former minister of foreign affairs; and, Lois Wilson, a former moderator of the United Church of Canada and retired member of the Canadian Senate.

Much of the coalition's recent work has involved developing and advancing critiques of the federal government's national security legislation, including Bill C-17, the Public Safety Act.

Allmand said the ICLMG's main concern is the diminishing role and influence of democratic institutions in Canada in the face of a political environment where security issues and U.S. pressures to harmonize policies are threatening the rights of citizens.

"This represents a departure from the core freedoms and shared values that are the pillars of Canadian democracy," Allmand said. "By abandoning these freedoms and values, as a society we run the risk of gradually falling prey to an authoritarian style of governance not much different from the regimes we condemn."

"These are important concerns for academics," said CAUT executive director James Turk. "Government initiatives and security concerns since 9-11 are having a chilling impact on Canadian campuses. Issues include self-censorship of scholarly publications, limitation of campus discussion of controversial political issues and barriers to international travel by academics, particularly to and from the U.S.

"Through the ICLMG we hope to work with others to advance the cause of civil liberties generally and protect society's particular interest in a free, robust and critical scholarly community," he added. ■

ICLMG Members

- Amnesty International
- Association québécoise des organismes de coopération internationale
- Canadian Arab Federation
- Canadian Bar Association
- Canadian Auto Workers Union
- Canadian Centre for Philanthropy
- Canadian Council for International Co-operation
- Canadian Council for Refugees
- Canadian Ethnocultural Council
- Canadian Labour Congress
- CARE Canada
- Centre for Social Justice
- Council of Canadians
- David Suzuki Foundation
- Development and Peace
- Greenpeace
- International Development & Relief Foundation
- Inter Pares
- Muslim Lawyers Association
- Ontario Council of Agencies Serving Immigrants
- Primate's World Relief & Development Fund
- Quebec Civil Liberties Union
- Rights and Democracy
- United Steelworkers of America
- World Vision Canada

Version française à la page A4.

Scope of Bargaining Unit Challenged at Moncton

THE University of Moncton is objecting to certification of its contract academic staff by the union representing teaching faculty at the university.

Following a successful organizing drive last April, the university's faculty association, l'Association des bibliothécaires et des professeurs et professeures de l'Université de Moncton (ABPPUM), filed applications to amend its bargaining unit to include several categories of contract academic staff.

But in an effort to thwart the unionization effort, the university administration has raised objections, resulting in a delay for union recognition with the New Brunswick Labour and Employment Board.

ABPPUM leaders say the situation at Moncton is untenable and accuse the university administration of employing hardline tactics to stall the process.

"Among the objections the university has raised to certifying contract faculty is a claim that they are independent contractors," said Michèle Caron, president of ABPPUM. "They make this absurd argument despite the fact contract faculty are organized in bargaining units across the country."

She said a clear majority of contract academic staff have indicated they wish to be represented by ABPPUM.

Both sides appeared at board hearings in January this year, and further hearings have been scheduled for March.

Caron said she is confident the association will be successful in its bid to represent contract academic staff at the university, but added she is disappointed by the delays and deferrals.

"Other universities have been able to resolve differences regarding definitions of the bargaining unit without the need for hearings," she said. "Yet Moncton is blocking our unionization efforts."

Caron said she sees a disturbing pattern in the administration's approach to the faculty association. "These games at the Labour and Employment Board, combined with our long strike in 2000 and the administration's attempt to legislate us back to work makes me wonder: is this anti-unionism?"

The faculty union and the university are heading into negotiations soon.

"This kind of behaviour does not bode well for labour relations at Moncton," Caron said. ■

Version française à la page A7.

Un comité indépendant enquête sur l'affaire Horne

☞ Suite de la PAGE A1

est président élu de la Société canadienne de psychologie, ex-président du Comité de la liberté universitaire et de la permanence de l'emploi de l'ACPPU, ex-président de la commission d'examinateurs en psychologie de la Nouvelle-Écosse, président du comité des bourses du doctorat du Conseil de recherches en sciences humaines du Canada et professeur auxiliaire de psychologie à l'Université Dalhousie. Son champ de recherche principal est la prise de decision éthique.

La deuxième membre du comité est Katherine Paton, professeure agrégée de clinique au département d'ophtalmologie de la faculté de médecine de l'Université de la Colombie-Britannique. Spécialiste de l'oncologie oculaire, elle dirige le centre d'administration de tests diagnostiques par ultrasons. Elle est présidente du personnel médical de l'hôpital général de Vancouver, membre du comité consultatif régional en médecine du Vancouver Coastal Health Authority et siege au conseil consultatif sur les politiques de l'éthique de la recherche de l'UBC.

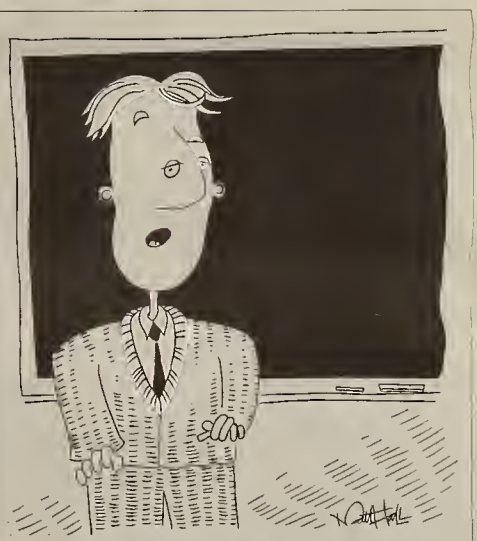
Pat O'Neill présidera le comité d'enquête sur l'affaire Horne.

La troisième membre du comité est Sandra Taylor, directrice du bureau de bioéthique de la faculté des sciences de la santé de l'Université Queen's. Mme Taylor est professeure agrégée au département de médecine et est titulaire de nominations mixtes en médecine familiale, en sciences infirmières et en philosophie. Elle est également bioéthicienne à l'hôpital général de Kingston. Elle axe son principal champ de recherche sur les questions relatives à la cessation de la vie humaine.

« En vertu des nouvelles méthodes d'examen des cas de liberté universitaire, un comité d'enquête est pleinement autonome », a précisé M. Turk.

« Le comité détermine le contenu de son rapport et l'ACPPU n'en connaîtra la teneur que lorsque que le rapport sera déposé et rendu public. »

« Nous pourrons continuer à aider la Dre Horne à traiter avec les instances dirigeantes de l'université et de l'hôpital pendant que le comité poursuit ses travaux puisqu'il est indépendant de l'ACPPU », a expliqué M. Turk. ■



"Because of my ridiculously low pay per course, I will only be able to give partial answers, vague suggestions, and half-truths. Okay — let's get started ..."

– CARTOON COURTESY OF ADJUNCT ADVOCATE · MATT HILL –

Ouverture d'un poste en santé et sécurité au travail

POUR faire suite aux instructions du Conseil, réuni en assemblée en novembre dernier, d'accorder la priorité à la santé et à la sécurité au travail, l'ACPPU a affiché le nouveau poste d'agent ou d'agente en santé et sécurité au travail.

« La principale tâche de l'agent ou de l'agente en santé et sécurité au travail sera d'aider les associations locales à protéger la santé et la sécurité de leurs membres », a déclaré James Turk, directeur général de l'ACPPU.

Le travail consiste à rédiger des feuillets de renseignements et d'autres documents sur les problèmes de santé et de sécurité en milieu de travail universitaire, à élaborer des programmes de formation de l'ACPPU pour des membres de comités de santé et de sécurité à l'échelle locale, à entretenir des rapports avec des spécialistes de la santé et de la sécurité au travail et à sensibiliser le public aux préoccupations que soulèvent la santé et la sécurité dans les universités et les collèges.

Le ou la titulaire du poste représentera l'ACPPU à des réunions de groupes consultatifs, assurera la liaison avec des agents en santé et sécurité au travail du monde syndical et du milieu universitaire, surveillera la législation en matière de santé et sécurité au travail et fournira des conseils pour la négociation collective.

« Nous recherchons une personne qui a fait la preuve de son expérience en santé et sécurité au travail et de l'aide apportée aux travailleurs et travailleuses dans le but de proteger leur droit à un milieu de travail sain et sûr », a ajouté M. Turk. « Une qualité essentielle est également l'expérience en négociation collective et en règlement de différends, de préférence dans le contexte de l'enseignement postsecondaire. » ■

Voir l'offre d'emploi pour un agent ou une agente en santé et sécurité au travail à la page B17.

English on page A7.

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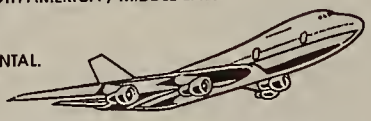

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AN IMPORTANT MESSAGE FROM JOHNSON INC.

Auto insurance for faculty members taking up residence in Canada and for those moving from one province to another.

Be prepared.
In order to take advantage of the best possible scenario available to you for auto insurance, come to your new Canadian province of residence with the following documents:

- A valid driver's license (usually an International driver's license if coming from another country)
- A letter — in English or French — from your current auto insurance company (not from the broker or agent) detailing the following information:
- Name and address
- Auto insurance policy number and name of the insurer
- Number of years insured
- Number of years licensed
- Details of any accidents in the last six years
- Details of any and all other types of claims in the last six years
- Details of any and all moving violations attached to your driving record in the last six years. A copy of your driving record from the applicable government agency would make the process easier.

The above information will be required for all drivers seeking auto insurance in Canada. However, it is important to note that driving experience from another country may not be recognized by all insurers. Some allow partial recognition while others do not recognize it at all.

Based on whether you move is permanent or temporary, you should also be aware of various provincial legislation governing the licensing of individuals and the vehicles they drive. Your current driver's license may only be valid for a certain number of days. It is important you know how to obtain a valid driver's license in the province you are heading to.

If you are moving to Canada from another country, you should also know the Canadian Highway Traffic Act. It would be beneficial to obtain a driver's handbook to familiarize yourself with the "rules of the road."

Although there is a minimum amount of auto insurance that is mandatory to obtain for all driven vehicles, (it is not recommended to purchase only the minimum required by law) it is important to note that auto insurance is not structured the same in all provinces. There are important variations from one province to another. You cannot drive a vehicle unless it is registered with the proper government body such as the Ministry of Transportation and you cannot register a vehicle without valid insurance.

If you lease a vehicle or have arranged a loan to purchase a vehicle, the leasing company or the financial institution will insist on much more coverage than the minimum required by law in order to protect their interest.

Once you know which province you are moving to, take the time to visit the applicable government web site to obtain all pertinent details.

If you are moving from one province to another, the change may not be as complicated. Your current insurer may be licensed to do business in all provinces. If so, your existing broker or agent may be able to simply refer you to a colleague who deals with the same insurer in your new province of residence. For the most part, you will need to know the time frame allowed to transfer your driver's license and register your vehicle in this new province.

Be informed.
Information on driver's license issuance and motor vehicle registration for Canada's 10 provinces is available at:

- *Newfoundland & Labrador:* http://www.gov.nf.ca/gsl/gs/mr/dl-graduated_driver_licencing.stm
- *New Brunswick:* http://www.gnb.ca/0113/mv/index-e.asp
- *Nova Scotia:* http://www.gov.ns.ca/snsmr/rmv/
- *Prince Edward Island:* http://www.gov.pe.ca/infopei/onelisting.php3?number=69700
- *Quebec:* http://www.saaq.gouv.qc.ca
- *Ontario:* http://www.mto.gov.on.ca
- *Manitoba:* http://www.gov.mb.ca/tgs/ddvl/
- *Saskatchewan:* http://www.sgi.sk.ca/sgi_internet/index.html
- *Alberta:* http://www.tu.gov.ab.ca/home/index.asp
- *British Columbia:* http://www.th.gov.bc.ca/bchighways/driverinfo.htm

To learn more about auto insurance visit the following web sites:

- *Insurance Bureau of Canada:* www.ibc.ca
- *Insurance Brokers Association of Canada:* www.ibac.ca

Johnson Inc.

Above information provided courtesy of Johnson Inc., a national insurance organization CAUT has recently partnered with to offer a home and auto insurance plan. For more information visit Johnson at www.johnson.ca and contact one of their offices.

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NEWS

B.C. Budget Under Fire Over Freeze

BRITISH Columbia's students can expect higher fees and a continued decline in quality, college educators and university teachers are warning.

The comments come on the heels of the latest provincial budget which froze provincial grants to universities and colleges.

"While a freeze is better than a decrease, increased student enrolment pressures will not be met within this coming year's budget," said Cindy Oliver, president of the College Institute Educators' Association of B.C.

Oliver said she was also disappointed with the continuing underfunding of provincial training and apprenticeship programs.

"We were hoping the government would step back from its previous three-year plan and recognize that economic renewal will require a commitment to more funds and more spaces for trades and technical training, as well as academic and career programs," she said.

Rick Coe of the Confederation of University Faculty Associations of B.C. said that with a continuing freeze in funding, institutions will be left with "only one option" to maintain program quality while meeting government demands for increasing the number of student places – increase tuition fees radically.

"Tuition fees will have more than doubled in the first three years of their mandate if government carries through with its plans," Coe said.

"At a time when the knowledge economy needs more university and college graduates, government cuts and tuition hikes are sending the wrong message to B.C.'s young people."

Student groups criticized the government for undermining both the accessibility and quality of post-secondary education in the province.

"Premier Gordon Campbell promised B.C. students he would improve the quality of post-secondary education, but in two years we have seen class sizes increase, waiting lists grow and services and programs cut at colleges and universities across the province," said Summer McFadyen, the national executive representative for the Canadian Federation of Students in B.C.

"This budget means not only will students be paying higher tuition fees, but also the quality of education will sharply decline."

B.C.'s colleges and institutes are expected to bear the brunt of the cuts over the next two years. Most affected will be institutions outside of the Lower Mainland and Victoria, in what the B.C. government now calls the "economic heartland."

"It takes some nerve for Gordon Campbell to talk about a heartland strategy while he continues to cut funding to rural colleges," said Jaime Matten, B.C. chairperson for CFS.

The budget also announced the creation of six regional innovation chairs to be established at colleges, university-colleges and institutes. Establishment of the chairs hinges on whether institutions can raise enough private-sector funding to match the government contribution, and Oliver cautioned the cost-sharing approach may not work because of difficulties the college sector faces in raising private funds.

The government is also allocating $10.5 million to speed up implementation of the Leading Edge Endowment Fund, a program to establish 20 chairs to "promote excellence and enhancement in the fields of medical, social, environmental and technological research in British Columbia, and to enhance British Columbia's economic development."

University and college faculty representatives were pleased to learn of the investment in research, but wanted the government to commit to ongoing support.

"We were pleased to see that the provincial government has put some new money into research but this is one-time funding," Coe said. "Research programs require ongoing funding.

"This budget will not support the research infrastructure needed to take advantage of the knowledge economy and will do little to make us competitive with researchers in Alberta, Ontario and Quebec." ■

L'ACPPU ajoute sa voix à la diversité culturelle

L'ACPPU ajoute sa voix à celles de plus de 50 groupes intéressés aux effets de la mondialisation et des accords commerciaux sur les cultures locales.

Le Réseau international pour la diversité culturelle est un réseau mondial regroupant des artistes, des auteurs, des travailleurs de l'information et d'autres groupes culturels qui s'efforce de contrecarrer l'homogénéisation culturelle occasionnée par la mondialisation.

« Dans de nombreux pays du globe, dont le Canada, les voix des auteurs et des artistes locaux sont étouffées par le divertissement importé », a déclaré le président de l'ACPPU Victor Catano. « Nombre de nos collègues du milieu universitaire sont des auteurs et des artistes. En adhérant au RIDC, nous pouvons mieux aider à promouvoir leurs intérêts sur la scène internationale. »

En plus d'exercer des pressions sur les gouvernements afin qu'ils ne concluent pas d'accord contraignants pour les cultures locales et pour les politiques qui les soutiennent, le RIDC fait également la promotion active d'un nouvel accord international qui servirait de fondement juridique permanent à la diversité culturelle. ■

English on page A8.

CAREERS
CARRIÈRES

SECTION B

ACADEMIC ADMINISTRATION

■ **THE UNIVERSITY OF WINDSOR** Invites applications for the position of Associate Dean, Academic Resources in the Odette School of Business commencing as early as July 1, 2003. The initial appointment will be for three years and may be renewed for a second term not to exceed three years. The position carries an administrative stipend and a reduced teaching load. Rank and salary will be commensurate with qualifications and experience. For a detailed position description visit our website at: www.uwindsor.ca/facultypositions. Contact: Dr. Roger Hussey, Dean, Odette School of Business, University of Windsor, Windsor, ON, N9B 3P4; Tel: 519.253.3000, Ext. 3091; Fax: 519.973.7073; Email: jdeslp@uwindsor.ca. For information on the University of Windsor or the City of Windsor, contact Dr. Janice Drakich, Director, Faculty Recruitment at 877-665-6608 (toll free) or recruit@uwindsor.ca.

■ **THE UNIVERSITY OF WINDSOR** invites applications for the position of Associate Dean, Academic Operations in the Odette School of Business commencing as early as July 1, 2003. The initial appointment will be for three years and may be renewed for a second term not to exceed three years. The position carries an administrative stipend and a reduced teaching load. Rank and salary will be commensurate with qualifications and experience. For a detailed position description visit our website at: www.uwindsor.ca/facultypositions. Contact: Dr. Roger Hussey, Dean, Odette School of Business, University of Windsor, Windsor, ON, N9B 3P4; Tel: 519.253.3000, Ext. 3091; Fax: 519.973.7073; Email: jdeslp@uwindsor.ca. For information on the University of Windsor or the City of Windsor, contact Dr. Janice Drakich, Director, Faculty Recruitment at 877-665-6608 (toll free) or recruit@uwindsor.ca.

■ **THE UNIVERSITY OF WINDSOR** invites applications for the position of Head, Department of Industrial and Manufacturing Systems Engineering commencing as early as July 1, 2003. Subject to Budgetary Approval. For a detailed position description visit our website at: www.uwindsor.ca/facultypositions. Contact: Dr. Graham Reader, Dean, Faculty of Engineering, University of Windsor, Windsor, ON, N9B 3P4; Tel: 519.253.3000, Ext. 2566; Fax: 519.971.3622; Email: agteng@uwindsor.ca. For information on the University of Windsor or the City of Windsor, contact Dr. Janice Drakich, Director, Faculty Recruitment at 877-665-6608 (toll free) or recruit@uwindsor.ca.

ACCOUNTING

■ **McMASTER UNIVERSITY** — The Michael G. DeGroote School of Business invites applications for a tenure-track position at the Assistant/Associate Professor level, commencing July 1, 2003 in the area of Accounting. Preference will be given to candidates with teaching interest in auditing, EDP auditing, E-commerce, information systems and/or advanced financial accounting. The candidate's PhD should be completed by the commencement of the appointment, preferably with demonstrated high quality teaching and research. Duties include research (McMaster is a "research intensive University") and teaching at both the graduate and undergraduate levels. Salary will be commensurate with academic qualifications, teaching and practical experience. Applications should contain a curriculum vitae and the names and contact information of three referees. Send applications and all supporting documentation to: Dr. V.V. Baba, Dean, Michael G. DeGroote School of Business, McMaster University, 1280 Main Street West, Hamilton, ON L8S 4M4, Email: baba@mcmaster.ca, Fax: (905) 526-0852. All qualified candidates are encouraged to apply; however, Canadian and Permanent Residents will be given priority. McMaster University is strongly committed to employment equity within its community, and to recruiting diverse faculty and staff. The University encourages applications from all qualified candidates, including women, members of visible minorities, Aboriginal persons, members of sexual minorities, and persons with disabilities. Applications will be considered until the position is filled.

■ **THE UNIVERSITY OF BRITISH COLUMBIA** — Faculty of Commerce and Business Administration. Applications are invited in Accounting. Appointments are available July 1, 2003 or January 1, 2004 and are subject to final budgetary approval. As a minimum, applicants must be nearing completion of their PhD dissertation. Other required qualifications include a strong commitment to teaching, a very strong research orientation and an ability to supervise doctoral candidates. Most openings are at the rank of assistant professor. Salary will be commensurate with the applicant's qualifications and experience. UBC hires on the basis of merit and is committed to employment equity. We encourage all qualified persons to apply; however, Canadians and permanent residents of Canada will be given priority. Information regarding priorities by subfield is available on the website at: http://www.commerce.ubc.ca/faculty/faculty_openings/index.cfm. Applications should include a curriculum vitae and the names of three academic references and should be sent to: The Dean, Faculty of Commerce and Business Administration, The University of British Columbia, 2053 Main Mall, Vancouver, B.C., Canada V6T 1Z2. The application deadline is March 15, 2003.

ANATOMY & CELL BIOLOGY

■ **THE UNIVERSITY OF SASKATCHEWAN** — The Department of Anatomy and Cell Biology invites applications for a tenure-track position in the area of biomedical imaging. The successful candidate will have extensive experience in imaging biological issues and/or radiation therapy, and a proven record of collaborative research. The candidate will lead the University's BioMedical Imaging research initiative at the Canadian Light Source and champion a national organization of synchrotron-based biomedical scientists. The successful candidate will have opportunities to collaborate with existing research groups on campus (e.g., Colleges of Medicine, Dentistry, Veterinary Medicine, Agriculture, and Engineering), and across the country. The candidate will possess a PhD (or its equivalent) in a field related to biomedical or biophysical sciences and be expected to maintain substantial research funding from the Canadian Institutes of Health Research, the Natural Sciences and Engineering Council of Canada, and other related public and private granting agencies. In addition, the individual applying for this position will be eligible to apply for a Canada Research Chair Tier I position. The University of Saskatchewan is home to the Canadian Light Source, Canada's national synchrotron light facility, currently under construction (www.ds.usask.ca). A Biomedical Beamline will be built at the Canadian Light Source and involves a national team of basic and clinical researchers from human and veterinary health as well as animal and plant sciences. The BioMedical Beamline is designed to conduct ground-breaking research in both cancer therapy and medical imaging, and will include the capacity for clinical applications (www.lightsource.ca/biomaging). When completed, the BioMedical Beamline will become one of only a few dedicated biomedical beamlines in the world. The University of Saskatchewan is a publicly funded institution established in 1907. It has over 19,000 degree students, 4,500 employees, an operating budget of approximately $200 million, and receives research funds in excess of 100 million annually. It offers a full range of programs, both academic and professional, in thirteen colleges including seven in the life sciences. With a population of 200,000 the City of Saskatoon offers an abundance of parks, recreational and cultural facilities on the banks of the South Saskatchewan River and is in close proximity of pristine lakes, forests, and a national park. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Saskatchewan is committed to Employment Equity. Members of designated groups (women, Aboriginal people, people with disabilities, and visible minorities) are encouraged to self-identify on their applications. For further information about the Department check http://www.usask.ca/anatomy/ and for the College and its programs check http://www.usask.ca/medicine/. An application, including curriculum vitae, names of three referees, and a statement of previous teaching experience and research interests should be submitted by March 30, 2003 to: Bernhard H.J. Juurlink, Department of Anatomy & Cell Biology, University of Saskatchewan, 107 Wiggins Road, Saskatoon, SK, Canada, S7N 5E5.

ANTHROPOLOGY

■ **SAINT MARY'S UNIVERSITY** — The Department of Anthropology seeks to make a contractually-limited appointment in the sub-field of Biological Anthropology. This appointment is for nine months and will be filled as a sessional appointment at the rank of Assistant Professor. The position is open to all qualified applicants, although preference will be given to Canadian citizens and permanent residents of Canada. Applicants should have a PhD or be near completion. The position is topically open, but preference will be given to candidates with teaching experience for courses such as our Introduction to Biological Anthropology and Advanced Biological Anthropology. To obtain more information about our university and department please visit our web site at www.stmarys.ca. Saint Mary's University encourages applications from women, aboriginal peoples, visible minorities and persons with disabilities. Please send before 30 March 2003 a curriculum vitae, a statement of interest and the names of three referees to: Dr. Stephen Davis, Chairperson, Department of Anthropology, Saint Mary's University, Halifax, Nova Scotia, B3H 3C3. Electronic application may be submitted to Ms. Monica Lewis at e-mail: monica.lewis@stmarys.ca.

■ **THE UNIVERSITY OF WINDSOR** invites applications for a faculty position in the Department of Sociology and Anthropology commencing as early as July 1, 2003. Subject to budgetary approval. For a detailed position description visit our website at: www.uwindsor.ca/facultypositions. Contact: Dr Tanya Basok, Interim Head, Sociology and Anthropology, University of Windsor, Windsor, ON, N9B 3P4; Tel: 519.253.3000, Ext. 2190; Fax: 519.971.3621, Email: basok@uwindsor.ca. For information on the University of Windsor or the City of Windsor, contact Dr. Janice Drakich, Director, Faculty Recruitment at 877-665-6608 (toll free) or recruit@uwindsor.ca.

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B17 Nursing
Oncology
Philosophy
Physics
Plant Biochemistry
Political Science
Political Studies
Psychology
Recreation & Leisure Studies
Religion
B18 Social Science
Social Work
Sociology
Spanish
Statistics & Actuanal Science
Studio Arts
B19 Theatre
Theology
Tourism Management
Veterinary Medicine
Veterinary Pathologist
Veterinary Physiologist
Accommodations

MALASPINA University-College

Malaspina University-College, located on beautiful Vancouver Island, is a comprehensive post-secondary institution that offers degrees; career, trades and technical diplomas and certificates; and also engages in community education, international education and contract training. Teaching excellence is stressed in all programs, and faculty engage in research and scholarly activities in their fields.

We are now accepting applications for university-college professors:

Computing Science
Comp. 03-4003 closes 1 pm, Mar. 14/03

Physics & Engineering
Comp. 03-4004 closes 1 pm, May 2/03

For full details, please click on Employment Opportunities on the Malaspina University-College website www.mala.ca, or call the 24-hr. job-line, (250) 740-6285.

Malaspina University-College

Nanaimo Campus
900 Fifth Street
Nanaimo, BC V9R 5S5
(329-03-T0-F040)

WWW.MALA.CA

Dalhousie University, Geodynamics Group
Department of Oceanography
Halifax, NS B3H 4J1

Research Associate* and Team Leader Lithospheric Extensional Processes (*Requires PhD and PDF experience) http://adder.ocean.dal.ca/ for information and deadline.

Applications to: Dr. Chris Beaumont
chris.beaumont@dal.ca; FAX: 902-494-3877

UCC THE TOTAL EXPERIENCE — KAMLOOPS, BRITISH COLUMBIA

The University College of the Cariboo (UCC) is a regional institution serving south-central BC from a main campus located in Kamloops, just three and one-half hours by freeway from Vancouver. UCC features outstanding student and community facilities on a spectacular university-style campus, overlooking this dynamic and growing city of 80,000 residents. Almost 8,500 students now attend UCC to study in one of our 18 university degree programs or 50 different diploma and certificate programs, many of them unique in the province.

The University College of the Cariboo invites applications for the following Faculty position:

Faculty Member
BIOLOGICAL SCIENCES
Full-Time
Competition # 03-009

For further information about this position, please visit our website at:

http://www.cariboo.bc.ca/hr/job.htm

We wish to thank all applicants; however, only those under consideration will be contacted.

THE UNIVERSITY COLLEGE OF THE CARIBOO

Answer to Homework!

From page A3. If the two people of the pair have the same birthday, then the older is twice the age of the younger for exactly one year, when the younger one attains the same age that the older was when the younger was born. In the case of twins, this happens during the first year of life when both are aged zero. Suppose that the two people have different birthdays. Then the older is twice the age of the younger for two periods totaling one year. For suppose that the older is y years old when the younger is born. During the first year of life of the younger, the older will turn $y + 1$. So for the rest of their lives, their ages will differ by either y or $y + 1$ years depending on the time of year. Thus, one age will be double the other during the first part of the year that the younger's age is y and the last part of the year that the younger's age is $y + 1$. Between these two periods, for exactly one year, the age of the older is $2y + 1$.

VACATION HOUSE FOR RENT

SOUTH SHORE OF NOVA SCOTIA — Available summer 2003. Lovely private 3 bedroom oceanview house to rent for May, June or July. 25 mins. drive to Halifax. Contact: kate@nscad.ns.ca for more info and pictures. Or call 1-902-455-0712

CAREERS CARRIÈRES

APPLIED MATHEMATICS

■ **THE UNIVERSITY OF WATERLOO** — Applications are invited for a tenure-track faculty position in the Department of Applied Mathematics at the University of Waterloo, to begin on or after July 1, 2003. Applicants should show evidence of outstanding ability in both research and teaching, should have a strong mathematical background and have an active interest in applications of this discipline in science or engineering. We are interested in applicants whose area of research is either control theory or fluid mechanics. Salary and rank, at the Assistant or Associate Professor level, will be commensurate with experience and research record. Applicants should send a curriculum vitae including a statement of research interests and two recent research articles) and the names and addresses of at least three references to J. Wainwright, Chairman, Department of Applied Mathematics, University of Waterloo, Waterloo, Ontario, Canada N2L 3G1. Applications will be considered at any time, until the position is filled. The Department of Applied Mathematics, together with the Departments of Combinatorics & Optimization, Pure Mathematics, Statistics & Actuarial Science and the School of Computer Science, form the Faculty of Mathematics, which is a large centre of research in the mathematical sciences. There are also close collaborations with the Faculties of Engineering and Science in the University and with the nearby Perimeter Institute of Theoretical Physics. The research areas in the department are Control Theory, Differential Equations & Dynamical Systems, Digital Signal Processing, Fluid Mechanics & Biomechanics, Quantum Theory, Relativity & Cosmology, and Scientific Computation. Further information about the department may be obtained from our webpage at www.math.uwaterloo.ca/AM_Dept/homepage.html. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. This appointment is subject to the availability of funds. All qualified candidates are encouraged to apply; however Canadian and permanent residents will be given priority.

■ **THE UNIVERSITY OF WATERLOO** — The Department of Applied Mathematics invites applications for appointment of a junior (Tier II) Canada Research Chair (CRC) in the broad area of Scientific Computation. The CRC Program has been established with the objective of enabling Canadian universities to foster research excellence by attracting the best researchers from both within and outside Canada. Further details on the CRC program may be viewed at www.chairs-gc.ca. The Department of Applied Mathematics, one of five Departments in the Faculty of Mathematics at the University of Waterloo, is an active centre of research, with interests in a wide variety of areas, including Control Theory, Dynamical Systems, Electroacoustics, Fluid Mechanics, Ordinary and Partial Differential Equations, Quantum Theory, Relativity, and Scientific Computation. There are also close collaborations with the Faculties of Engineering and Science in the University. Further information about the department may be obtained from www.mathuwaterloo.ca/AM_Dept/homepage.html. The Department is seeking an individual with an outstanding research reputation, who will play a leading role in the expansion of its activities in Scientific Computation, and contribute to the development of the proposed Centre for Computational Mathematics and Mathematical Software in the Faculty of Mathematics. The successful applicant will have a strong mathematical background with emphasis on computation, and significant experience in one or more application areas. The potential to establish an active research group of graduate students and postdoctoral fellows, and to initiate interactions with researchers in departments in the Faculties of Science and Engineering, are also essential requirements. Applications complete with a curriculum vitae and the names of three references, should be sent to Dr. J. Wainwright, Chairman, Department of Applied Mathematics, University of Waterloo, Waterloo, ON, Canada N2L 3G1. Applications will be considered at any time until the position is filled. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities.

■ **THE UNIVERSITY OF WATERLOO** — Applications are invited for a tenure-track position in the Department of Applied Mathematics, University of Waterloo, Ontario, Canada, in the area of scientific computing and computational mathematics, to begin on or after July 1, 2003. Applicants should show evidence of outstanding ability in both research and teaching, and should have a strong mathematical background. Applicants should have as their primary interest the development and analysis of algorithms, methods and software for the effective computer solution of fundamental problems in scientific computation including, but not limited to, the numerical solution of ordinary and partial differential equations, control theory and fluid mechanics. The successful applicant will be expected to conduct research, supervise graduate students, teach courses in computational mathematics, and teach mathematics courses to mathematics, computer science, engineering and science majors. Salary and rank, at the Assistant or Associate Professor level, will be commensurate with experience and research record. Applicants should send a curriculum vitae (including a statement of research interests and two recent research articles) and the names and addresses of at least three references to J. Wainwright, Chairman, Department of Applied Mathematics, University of Waterloo, Waterloo, Ontario, Canada N2L 3G1. Applications will be considered at any time, until the position is filled. The above position is being advertised, in conjunction with similar ones across the Faculty of Mathematics, as part of a major expansion in the area of scientific computing and computational mathematics. The expansion will include the creation of a Centre for Computational Mathematics in Industry & Commerce, which will oversee the development of a new program in computational mathematics at the undergraduate level, and a significant expansion of graduate studies in the area. The Department of Applied Mathematics, together with the Departments of Combinatorics & Optimization, Pure Mathematics, Statistics & Actuarial Science and the School of Computer Science, is part of the Faculty of Mathematics. The active research areas in the department are Control Theory, Differential Equations & Dynamical Systems, Digital Signal Processing, Fluid Mechanics, Quantum Theory, Relativity & Cosmology, and Scientific Computation. There are also close collaborations with the Faculty of Engineering and the Faculty of Science in the University. Further information about the department may be obtained from our webpage at www.math.uwaterloo.ca/AM_Dept/homepage.html. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. All qualified candidates are encouraged to apply; however, Canadian Citizens and Permanent Residents will be given priority. This appointment is subject to the availability of funds.

ARTS

■ **QUEEN'S UNIVERSITY** — The Department of Art invites applications for a tenure-track half-time academic position in sculpture at the rank of Assistant Professor. Duties will occupy six months of each academic year, initially 1 July to 31 December, commencing 1 July 2003. The Department of Art offers undergraduate degrees in studio arts (B.F.A.) and art history (B.A.), as well as graduate degrees in both art history (M.A., PhD) and art conservation (M.A.C.). The study of art is enhanced by a well-equipped visual resources unit, a large art library, the Agnes Ethennton Art Centre and the student-run Union Gallery. Further Information about the Dept. of Art may be obtained from our web-site: http://epulm.queensu.ca/arth/. The successful candidate will teach in the sculpture division in a four-year interdisciplinary studio program, and bring to it a strong intellectual commitment to, and good knowledge of, contemporary and critical visual arts issues. She or he will also possess a demonstrable strength in a broad range of sculptural practices. The starting salary will be commensurate with qualifications and experience. Requirements: a recognized studio practice and exhibition record, relevant to the teaching position; post-secondary teaching experience, preferably including metalworking, woodworking and casting; the ability to teach video and digital technologies; an M.F.A. degree or equivalent; a demonstrated pluralistic approach to contemporary art and its Instruction; a demonstrated excellence in teaching and studio practice; an ability to teach foundation level courses in drawing and three-dimensional design. Letters of application should include a current CV, other appropriate materials (slides of recent work and of work which demonstrates ability in the above teaching areas, and examples of publications), and the names of three referees who will have been asked by the applicant to submit letters of reference. The deadline is Monday 31 March 2003. Please send applications to Dr. John Osborne, Head, Dept. of Art, Queen's University, Kingston, ON K7L 3N6. Academic staff at Queen's are governed by a collective agreement, the details of which are posted at http://www.queensu.ca/qufa. Queen's University is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, aboriginal people, persons with disabilities, gay men and lesbians. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.

■ **THE ROYAL MILITARY COLLEGE OF CANADA** — The Division of Arts solicits applications for a Junior Canada Research Chair (Tier II) in National Security Studies. RMC is Canada's only bilingual federally-funded university and specializes in the post-secondary education of the officer corps of the Canadian Forces. Recently ranked among the best of Canada's smaller research universities, RMC anticipates that for the fall of 2003 it will fill a Junior Canada Research Chair (Tier II) in the field of National Security Studies. RMC's Division of Arts has built its research excellence on activities flowing from military history and strategic studies, the strength of which is unmatched in Canada and recognized internationally among the best in the world. There is also great strength in political studies especially relating to international security. The interdisciplinary research focus is on the study of war and peace through studies in military history, comparative government, international relations and ethical conduct in conflict. Additional strengths include the economics of defence, defence management and military psychology. It is anticipated most applicants will be from the fields of History, Political Science, War Studies or related disciplines; however, exact specialization remains open. Applicants must be prepared to teach at both the undergraduate and graduate levels, and to supervise graduate students. Undergraduate instruction will fall within one of the primary departments of the Arts Division, and graduate instruction will be conducted within the interdepartmental programme in War Studies. RMC is part of the Security and Defence Forum, the network of Centres for International Relations at Canadian Universities, the Pearson Peacekeeping Centre and the new NATO Partnership for Peace Consortium of Defence Academics and Institutes for Strategic Studies. A Leadership Institute was set up at RMC in 1999, and a new Defence Research Institute as a Canadian centre of excellence primarily in the areas of defence science and engineering is being established. The Chair in National Security Studies will be expected to contribute to this research milieu. The successful candidate will be entitled to, and encouraged to apply for other external research funding. In order to compete for a Canada Research Chair candidates are expected to have an outstanding and innovative research programme and the ability to attract excellent graduate students. Candidates must demonstrate how their research and related activity will further the research priorities of RMC. Applicants are required to send a complete teaching and research dossier, and to include the names and contact information for three references; samples of publications, an essay outlining their proposed five year research agenda and how it will complement the unique mission of the college. Although a reduced teaching load is anticipated, applicants should submit outlines of courses taught or proposed, a statement of teaching competencies with indication of their department affiliation and teaching preferences. It is anticipated that the initial appointment will be made at the Assistant Professor or Associate Professor level. A PhD obtained within the last 10 years in an applicable discipline is essential. Preference will be given to bilingual candidates, but consideration will also be given to those with a demonstrated willingness to become bilingual in both of Canada's official languages. Permanent appointment is dependent on satisfactory performance and the appropriate language profile. Preference will be given to Canadian Citizens. Candidates whose applications are judged worthy of further consideration will be informed, at which time references will be contacted. The CRC position will be filled either in the academic year beginning 2003 (or 2004, if necessary to accommodate prior commitments of the appointee), and is dependent on the successful completion of the CRC nominations and approval process. In accord with the Canada Research Chairs Program Guide (www.chairs.gc.ca), once recommended by the University, nominations will be submitted for approval to the Canada Research Chairs Secretariat. For further information on this employment opportunity, candidates are invited to contact Dr. Joel Sokolsky, Dean of Arts, Royal Military College of Canada at (613) 541-6000, extension 6319 or by email at sokolsky-j@rmc.ca. Starting salary will be commensurate with experience and qualifications. The appointment will be subject to a thirty-six month probationary period. Interested candidates should forward their curriculum vitae including proof of education, a summary of research interests, list of publications and the name and addresses of three academic referees to: Ms Doris Meade, Civilian

QUEEN'S SCHOOL OF BUSINESS

QUEEN'S UNIVERSITY
Kingston, Ontario, Canada

Tenure Track Positions
Assistant, Associate or Full Professor levels

QUEEN'S SCHOOL OF BUSINESS is inviting applications for tenure track positions in Accounting, Finance, Management Science, Operations Management, Managerial Economics/MOT, Marketing, Organizational Behaviour/Human Resources and Strategy and Business Policy (Assistant, Associate or Full Professor levels).

QUALIFICATIONS:
Candidates must have a PhD or be near completion. Applicants must exhibit high potential for innovative scholarly research and for outstanding teaching contributions in support of the School's various programs.

COMPENSATION:
Salary will be commensurate with qualifications and experience. Appointees have access to substantial internal funds both for research and course development through Queen's School of Business Research Program and the Dean's Development Fund.

INSTITUTION:
Queen's School of Business has an outstanding reputation in its academic programs. Our M.Sc in Management and unique dual major PhD programs attract highly qualified research-oriented graduate students. For an unprecedented four consecutive years Queen's MBA for Science & Technology was ranked Canada's number one MBA program by Canadian Business Magazine. Our flagship program, the Commerce program, has the highest undergraduate entrance standards of all Canadian universities. Queen's innovative Executive MBA was the first in Canada to use videoconferencing. Queen's has received unconditional accreditation for all programs by the International Association for Management Education (AACSB).

Queen's has consistently ranked among the nation's top universities and in addition to its outstanding teaching programs, houses a wide array of research centers and policy institutions, which have made major contributions to both public and private sectors. The learning environment at Queen's is supported by outstanding library and computing facilities.

THE CITY:
Kingston, Ontario is a unique Canadian city featuring a distinctive blend of history, recreation, industry and learning. Greater Kingston was recently voted one of the best communities in which to live in Canada, by the Report on Business, Chatelaine and the Imperial Oil Review.

This is an international search, open to candidates of all nationalities. However, in accordance with Canadian Immigration requirements, priority will be given to Canadian citizens and permanent residents. Queen's University is committed to employment equity and welcomes applications from all qualified women and men; including visible minorities, aboriginal people, persons with disabilities, gay men and lesbians. The appointments are subject to final budgetary approval.

The effective date of the appointment will be July 1st, 2003, but is flexible. Applicants should submit a cover letter, current CV, three letters of recommendation and a sample publication, thesis proposal or completed thesis, electronically to: deansoffice@business.queensu.ca.

Thomas Anger, Associate Dean
Queen's School of Business, Queen's University
Goodes Hall - Rm. 346
Kingston, Ontario K7L 3N6

www.business.queensu.ca

DIRECTOR, CENTRE FOR LEARNING AND TEACHING

Dalhousie University invites applications and nominations for the position of Director, Centre of Learning and Teaching.

Dalhousie University is a leading Canadian comprehensive university located in Halifax, Nova Scotia. Its eleven Faculties serve 15,000 students from across Canada and abroad.

The primary mission of the Centre is to enhance the quality of student learning by providing support and guidance to faculty members, staff and students in the development of effective and innovative approaches to learning and teaching through a varied range of activities. The primary responsibility of the Director is to provide academic leadership to the Centre. The Director is responsible for the overall operation and administration of the Centre and its programs.

The successful candidate will have a record of teaching excellence and demonstrated commitment to learning and teaching; a record of substantial achievement in instructional development and leadership; and a demonstrated record of successful management or administration in a learning and teaching setting. Graduate preparation, whether in education or other relevant field, is a requirement of appointment.

The Director reports to the Vice-President Academic and Provost. The appointment will be effective as soon as is possible for the successful candidate; will be for a term of three to five years; and will be renewable after a review.

For further information on the Centre, the position and candidate requirements, please go to **www.dal.ca/provost** and click on searches.

Applicants should give full details of their teaching and administrative experience, and should provide a full curriculum vitae and the names of three referees who can speak to their suitability for the position.

Material should be sent before March 31st, 2003 to:
Dr. Sam Scully, *Vice-President Academic and Provost*
Telephone: 902.494.2586 Fax: 902.494.1658
Dalhousie University, 6299 South Street,
Halifax, NS B3H 4H6

DALHOUSIE *University*

In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Dalhousie University is an employment equity/affirmative action employer. The University encourages applications from qualified Aboriginal peoples, persons with a disability, racially visible persons and women.

CAREERS CARRIÈRES

Human Resources Office, Canadian Forces Base Kingston, PO Box 17000, Station Forces, Kingston, ON K7K 7B4, Phone: (613) 541-5010, extension 2218, Fax: (613) 541-4496, Email: meade.dm@forces.gc.ca. The expected starting date for this position 1 July 2003. The closing date for applications is 14 March 2003. In accordance with the Public Service Employment Act, preference will be given to Canadian citizens. Candidates with foreign educational credentials are required to provide proof of Canadian equivalency. You may consult the Canadian Information Centre for International Credentials at http://www.cmec.ca/cicic/ for further information. The Royal Military College of Canada is a coeducational and bilingual institution, and this position is offered equally to women and men. Vous pouvez obtenir ces renseignements en français en communiquant avec meade.dm@forces.gc.ca.

■ **LE COLLÈGE MILITAIRE ROYAL DU CANADA** — La division des Arts du Collège militaire royal du Canada sollicite des candidatures pour l'obtention d'une Chaire canadienne pour jeunes chercheurs (niveau II) en études sur la sécurité nationale. Le CMR est la seule université canadienne bilingue financée par le gouvernement fédéral et se spécialise dans l'éducation postsecondaire du corps des officiers des Forces canadiennes. Récemment classé parmi les meilleures petites universités de recherche, le CMR prévoit pour l'automne 2003 la création d'une Chaire canadienne pour jeunes chercheurs (niveau II) en études sur la sécurité nationale. La division des Arts du CMR a fondé son excellence en recherche sur des activités découlant des études sur l'histoire et la stratégie militaires, encore inégalées au Canada et reconnues partout dans le monde comme étant parmi les meilleures. Les sciences politiques appliquées, en particulier, à la sécurité nationale sont une autre des forces du Collège. La recherche interdisciplinaire met l'accent sur l'étude de la guerre et de la paix par l'étude des sujets suivants : histoire militaire, gouvernements comparés, relations internationales et conduite éthique au cours d'un conflit. L'économie et la gestion appliquées à la défense et la psychologie militaire comptent aussi parmi les disciplines de prédilection de l'institution. Il est prévu que la plupart des candidats proviendront de disciplines comme l'histoire, les sciences politiques et les études sur la guerre; toutefois, les candidats d'autres spécialités sont également admissibles. Les candidats doivent s'attendre à enseigner à des étudiants du premier cycle autant que de deuxième cycle. Ils devront aussi superviser ces derniers. L'instruction de premier cycle se fera dans un des départements de la division des Arts, tandis qu'au deuxième cycle, elle sera donnée dans le cadre du programme interdépartemental d'études sur la guerre. Le CMR fait partie du Forum sur la sécurité et la défense, du réseau des Centres for International Relations des universités canadiennes, du Centre Pearson pour le maintien de la paix et du nouveau Consortium universitaire de la Défense et des instituts d'études stratégiques issu du partenariat pour la paix de l'OTAN. L'Institut du leadership a été créé au CMR en 1999 et on construit un nouvel Institut de recherche sur la défense, qui sera le fer de lance canadien dans les domaines de la science appliquée à la défense et de l'ingénierie. On attendra de la Chaire en études sur la sécurité nationale qu'elle contribue à cet environnement de recherche. On autorisera et encouragera aussi le candidat choisi à faire des demandes de financement de recherche à l'extérieur. Les candidats en lice pour l'obtention d'une Chaire de recherche du Canada (CRC) doivent avoir un programme de recherche remarquable et novateur et la capacité d'attirer d'excellents étudiants de deuxième cycle. Les candidats doivent montrer de quelle façon leurs recherches et leurs activités connexes aideront le CMR à faire avancer ses travaux de recherche prioritaires. On exige des postulants qu'ils fassent parvenir un dossier de recherche et d'enseignement complet ainsi que le nom et les coordonnées de trois références; des échantillons de publications et un essai portant sur les grandes lignes du programme de recherche quinquennal proposé et sa façon de contribuer à la mission particulière du collège. Quoiqu'une charge d'enseignement réduite soit prévue, les postulants doivent soumettre le plan des cours enseignés ou proposés et une déclaration d'habiletés pédagogiques accompagnée d'une indication de l'affiliation départementale et des préférences d'enseignement. Initialement, on affectera selon de toute vraisemblance la personne choisie à un poste de professeur adjoint ou de professeur agrégé. Il est essentiel de détenir un PhD obtenu au cours des 10 dernières années et spécialisé dans une discipline pertinente. Bien que la recherche puisse être effectuée uniquement en anglais, le poste est désigné bilingue, et le titulaire pourrait être appelé à enseigner dans les deux langues officielles. Le profil linguistique recherché est (PPP/PPP). Si aucun des candidats ne satisfait les exigences énoncées, une liste d'admissibilité pourrait être établie, et les candidats au présent concours pourraient être évalués aux fins de nominations de postes dont les exigences linguistiques varient. La préférence sera accordée aux citoyens et citoyennes du Canada. On avisera ceux dont la candidature est jugée valable et on contactera les références à ce moment. La CRC sera pourvue pour l'année universitaire 2003 (ou 2004, si le candidat choisi doit respecter ses engagements précédents); cette dotation dépend du succès du processus d'examen. Conformément au guide du Programme des chaires de recherche du Canada (www.chairs.gc.ca), une fois les nominations recommandées par les universités, elles seront soumises au secrétariat des Chaires de recherche du Canada pour approbation. Pour obtenir d'autres renseignements au sujet de cette offre d'emploi, les candidats sont priés de communiquer avec M. Joel Sokolsky, doyen de la division des Arts du Collège militaire royal du Canada, au (613) 541-6000, poste 6426, ou par courriel à l'adresse suivante : sokolsky-j@rmc.ca. Le salaire de départ sera établi en fonction de l'expérience et des titres de compétence. Le poste est assorti d'une période probatoire de trente-six mois. Les candidats intéressés doivent faire parvenir leur curriculum vitae accompagné d'une preuve de leur scolarité, d'un résumé de leurs recherches, d'une liste de leurs publications et des coordonnées de trois répondants du milieu académique à : Mme Doris Meade Bureau des ressources humaines civiles (Kingston), Base des forces canadiennes Kingston, C.P. 17000 Succursale Forces, Kingston, ON K7K 7B4, Téléphone : (613) 541-5010, poste 2218, Télécopieur : (613) 541-4496, Courrier electronique : meade.dm@forces.gc.ca. La date prevue d'entrée en fonction pour ce poste est le 1er juillet 2003. La date limite d'acceptation des candidatures est fixée au 14 mars 2003. Selon la Loi sur l'emploi dans la fonction publique, la préférence sera accordée aux citoyens et citoyennes du Canada. Les personnes qui ont obtenu un diplôme d'études à l'étranger doivent prouver qu'il est l'équivalent des diplômes canadiens. Pour de plus amples renseignements à ce sujet, veuillez consulter le Centre d'information canadien sur les diplômes internationaux à l'adresse suivante : http://www.cmec.ca/cicic/. Le Collège militaire royal du Canada est une institution mixte et bilingue. Ce poste est offert également aux femmes et aux hommes. This information is also available in English by contacting meade.dm@forces.gc.ca.

BIOCHEMISTRY

■ **SIMON FRASER UNIVERSITY** — The Department of Molecular Biology and Biochemistry has a 2-year limited term lecturer position to support the biochemistry teaching program. This position will start on September 1, 2003. Duties would include teaching in 2nd and 3rd year core undergraduate lecture and lab courses. The successful candidate may also be called upon to contribute to 4th year biochemistry courses. Applicants should have a PhD degree in biochemistry or related discipline, relevant teaching experience, and a primary interest in teaching biochemistry. Applicants should forward a complete C.V. and teaching dossier and have three letters of reference sent directly to: Lecturer Search Committee, Department of Molecular Biology and Biochemistry, Simon Fraser University, 8888 University Drive, Burnaby, B.C. V5A 1S6. Closing date for applications is April 1, 2003. Applicants are encouraged to visit the Departmental web site (www.sfu.ca/mbb/). Only short-listed candidates will be notified of the outcome of their application. All qualified candidates are encouraged to apply; however, Canadians and permanent residences will be given priority. Simon Fraser University is committed to employment equity and encourages applications from all qualified women and men, including visible minorities, aboriginal people and persons with disabilities.

BIOLOGICAL SCIENCES

■ **BROCK UNIVERSITY** — The Department of Biological Sciences is seeking applications for a tenure track position in Human Physiology or Human Genetics at the rank of Assistant Professor, effective July 1, 2003, subject to final budgetary approval. A PhD degree and postdoctoral experience are required. Teaching experience would be an asset. Teaching requirements will include both undergraduate and graduate courses. Collaborative research is possible with colleagues at the Hotel Dieu Hospital or in the Faculties of Mathematics and Science and Applied Health Sciences and would be encouraged. The establishment of an externally funded research program with supervision of undergraduate and graduate students is expected. Review of applications will begin on March 31, 2003 and continue until suitable candidates have been identified. Submit a letter of application with a research plan and a statement of teaching interests, a CV, reprints of up to three recent publications and three letters of reference to Dr. Alan Castle, Department of Biological Sciences, Brock University, St. Catharines, Ontario, CANADA L2S 3A1. For information on departmental activities visit http://www.brocku.ca/biology/. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Brock University is committed to a positive action policy aimed at reducing gender imbalance in faculty. Qualified women and men candidates are equally encouraged to apply.

■ **THE UNIVERSITY OF WINDSOR** invites applications for faculty positions in the Department of Biological Sciences commencing as early as July 1, 2003. Subject to Budgetary Approval. For detailed position descriptions visit our website at: www.uwindsor.ca/facultypositions. Contact: Dr. David Cotter, Head, Biological Sciences, University of Windsor, Windsor, ON, N9B 3P4, Tel: 519.253.3000, Ext. 2697, Fax: 519.971.3609; Email: cotter1@uwindsor.ca. For information on the University of Windsor or the City of Windsor, contact Dr Janice Drakich, Director, Faculty Recruitment at 877-665-6608 (toll free) or recruit@uwindsor.ca.

BIOLOGY

■ **McMASTER UNIVERSITY** — A research-intensive institution and a leading centre for molecular biological research invites applications for a tenure-track position at the Assistant Professor level in the Department of Biology, effective July 1st, 2003. In exceptional cases, appointment may be made at the Associate Professor level or at an alternate date. Candidates must hold a PhD, possess at least one year of postdoctoral experience, and have a productive research record in an area of plant molecular biology or plant genomics. The selected applicant will join an exciting and dynamic department that has recruited seven new faculty in the past two years with four other tenure track positions currently being filled. We seek applications from a broad range of individuals applying molecular biological or genomic approaches to the study of plants, their responses to abiotic stress or plant-microbe interactions. We encourage applicants to utilize the resources of our new Centre for Environmental Genomics. Research interests include but are not limited to plant development, metabolism, biochemistry, or physiology. The successful applicant will be expected to establish and maintain an independent and externally funded research program, contribute to the education of undergraduate and graduate students. Applicants should submit a curriculum vitae, a statement of their research goals, a statement of their teaching interests and experience, and three of their most significant publications. Applicants should arrange for three letters of recommendation to be sent to Dr. Elizabeth Weretilnyk, Plant Biology Search Committee, Department of Biology, McMaster University, 1280 Main Street West, Hamilton, Ontario L8S 4K1, Canada, weretil@mcmaster.ca. The closing date for applications is March 14th, 2003. (see http://www.science.mcmaster.ca/Biology/Dept.html). All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be considered first for this position. McMaster University is strongly committed to employment equity within its community, and to recruiting a diverse faculty and staff. The University encourages applications from all qualified candidates, including women, members of visible minorities, Aboriginal persons, members of sexual minorities, and persons with disabilities.

■ **McMASTER UNIVERSITY** — A research-intensive institution and leading centre for biological and biomedical research invites applications for a tenure track position as a Tier II Canada Research Chair (CRC) in the area of Developmental Biology, in the Department of Biology. This prestigious Chair is intended for a researcher, at the Assistant or Associate Professor level, who has demonstrated internationally recognised research excellence in their specialty. We are seeking applications from Developmental Biologists who would complement the existing strengths in the areas of Cell, Molecular Biology and Genetics related research. In particular, we encourage applications from individuals applying molecular and genetic approaches to the study of development in a variety of model organisms such as Arabidopsis, Drosophila, C. elegans, zebrafish, and mice. Candidates must hold a PhD in Biology or a related field, possess at least one year of postdoctoral experience, and have a productive research record. Successful applicants will be expected to establish and maintain an independent and externally funded research program, and contribute to the education of undergraduate and graduate students. Applicants should

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CANADA RESEARCH CHAIR (TIER I)
DEPARTMENT OF CHEMISTRY AND BIOCHEMISTRY

The Department of Chemistry and Biochemistry at the University of Guelph, seeks applications or nominations for a Tier I Canada Research Chair, http://www.chairs.gc.ca. Tier I (Senior) Canada Research Chairs are targeted at experienced researchers who are acknowledged by their peers as world leaders in their own fields.

The position will be for a person working in an area of solution NMR or Mass Spectrometry of large molecules as a key element in the development of a state-of-the-art center for research and training involving the development and application of advanced instrumental techniques to biological and materials science. Candidates should have a solid record of research productivity as judged by refereed publications, patents, training of highly qualified personnel, and international scientific recognition. The successful candidate will be expected to maintain a vigorous research program and develop a strong graduate program. The graduate program is administered through the Guelph Waterloo Centre for Graduate Work in Chemistry and Biochemistry. http://www.gwc2.on.ca

The University of Guelph is one of Canada's most research-intensive universities and receives approximately $100 million in annual funding. The University offers a wide range of academic programs along with a quality life-style and is located in the city of Guelph approximately one hour west of Toronto.

Salary is negotiable and commensurate with qualifications. The appointment is subject to final approval by the Canada Research Chairs Program. The deadline for applications is May 1, 2003 or until a suitable candidate is found. Applications or nominations should include a curriculum vitae and the names and addresses of three references. Applications should be addressed to **Dr Robert J Balahura, Chair, Department of Chemistry and Biochemistry, University of Guelph, Guelph, Ontario N1G 2W1, Canada**. For more information, visit the departmental website. http://www.chembio.uoguelph.ca/ or direct specific inquiries to balahura@chembio.uoguelph.ca. Fax 519-766-1499

The University of Guelph is committed to an employment equity program that includes special measures to achieve diversity among faculty and staff. We therefore particularly encourage applications from qualified aboriginal Canadians, persons with disabilities, members of visible minorities, and women.

UNIVERSITY of GUELPH

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www.careers.ualberta.ca

UNIVERSITY OF ALBERTA
EDMONTON ALBERTA CANADA

Canada Research Chair, Philosophy

The Department of Philosophy at the University of Alberta invites applications for a Senior (Tier I) Canada Research Chair in Philosophy. The Canada Research Chairs Program (www.chairs.gc.ca) was recently established by the Canadian Government to foster world-class research excellence.

The Department of Philosophy (www.uofaweb.ualberta.ca/philosophy) has strengths in several areas of the Philosophy of Natural and Cognitive Sciences; the holder of this chair should be able to provide leadership and enhance the reputation of the Department in these fields which have been recognized by the Faculty of Arts as an area of Research Excellence. We welcome applications from scholars working in areas such as the Philosophy of Science broadly construed, Epistemology, Philosophy of Language, or Philosophy of Mind.

The successful candidate will have an outstanding record of research accomplishment, a vibrant ongoing research program, and be acknowledged by their peers as an international leader in their area. Teaching is expected at undergraduate and graduate levels.

The candidate nominated by the Department will be subject to review by the CRC Secretariat and appointment is conditional upon their approval. The starting date for the CRC appointment will be 1 July 2004 and will be an appointment either as an Associate Professor (with tenure) or a Full Professor.

The Department of Philosophy has 16 faculty members and has particular strengths in philosophy of the natural and cognitive sciences, ethics and political philosophy, and there are well-established interdisciplinary links with other units of the University.

Consideration of applications will begin April 3, 2003 and continue until a suitable candidate has been identified. Applicants should submit a CV, a description of research interests and plans, a statement of teaching interests, and names of three potential references to:

Bernard Linsky, Chair
Department of Philosophy
University of Alberta
Edmonton, Alberta T6G 2E5 Canada
Email: bernard.linsky@ualberta.ca

The University of Alberta (www.ualberta.ca) is one of the major research universities in Canada, with over 30,000 students and the second largest library in the country. It is located in Edmonton, a vibrant, cosmopolitan city of 875,000 and the provincial capital. This friendly, affordable city offers a rich cultural life and diverse recreational opportunities. The campus is located adjacent to one of the largest municipal park systems in North America and is approximately 3.5 hours by car from the Canadian Rocky Mountains.

All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. If suitable Canadian citizens and permanent residents cannot be found, other individuals will be considered. The University of Alberta hires on the basis of merit. We are committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons.

AIC Chair in Investment & Portfolio Management

The Michael G. DeGroote School of Business invites applications for the AIC Chair in Investment and Portfolio Management. The Chair is a senior-tenured appointment commencing July 1, 2003. This Chair is setup from an endowment from the AIC Ltd., a leading Canadian financial institution located in Burlington, Ontario.

Suitable candidates will have a PhD in Finance or in a cognate field, be internationally recognized for their contributions in business valuation and investment and portfolio management, and be actively engaged in research. The successful candidate should have demonstrated leadership in organizing research efforts through supervision of graduate students, proven ability to attract research funding and publication of research results in major international outlets. As well, the preferred candidate is expected to have had successful interaction with the financial professional community.

The Chair is expected to contribute to academic programs as well as the School's initiatives with the business community. In particular the Chair is expected to provide leadership in launching a new Strategic Valuation Stream in the MBA program.

The Chair holder will undertake teaching at a reduced load and be able to perform the normal duties of a faculty member within the School of Business. Salary will be commensurate with academic qualifications, teaching and expertise.

Applications should include curriculum vitae and the names and contact information of three referees. Applications will be considered until the position is filled. Send applications and supporting documentation to: **Dr. V.V. Baba, Dean, Michael G. DeGroote School of Business, McMaster University, 1280 Main Street West, Hamilton, ON, L8S 4M4**; Email: baba@mcmaster.ca; Fax: (905) 526-0852.

All qualified candidates are encouraged to apply; however, Canadians and Permanent Residents will be given priority. McMaster University is strongly committed to employment equity within its community and to recruiting a diverse faculty and staff. The University encourages applications from all qualified candidates, including women, members of visible minorities, Aboriginal persons, members of sexual minorities and persons with disabilities.

McMaster University

CAREERS CARRIÈRES

submit a curriculum vitae, a statement of their research goals, a statement of their teaching interests and experience and should arrange for 3 letters of recommendation to be sent to Dr.Ana Regina Campos, Department of Biology, McMaster University, 1280 Main Street West, Hamilton, Ontario L8S 4K1, Canada. E-mail campos@mcmaster.ca (see http://www.science.mcmaster.ca/Biology/Dept.html). The CRC program is described in detail at http://www.chairs.gc.ca. Applications will be considered beginning March 15, 2003. The competition will remain open until a nominee is selected. Offers will be made in keeping with the immigration requirements associated with the Canada Research Chair program — no restrictions are imposed with regard to nationality or country of residence. Canada Research Chairs are subject to review and approval by the CRC Secretariat.

■ **SAINT MARY'S UNIVERSITY** — The Department of Biology invites applications for a tenure-track position at the Assistant Professor level. The appointment can be made as early as July 1, 2003 but a later start date is negotiable. This position is a cross-appointment between the Biology Department and the Environmental Studies Programme which is based in the Science Faculty. Preference will be given to candidates with expertise in Plant Conservation or Applied Plant Ecology but applications from qualified candidates from other areas of Conservation Biology will also be considered. The successful applicant will teach a course in evolution in the biology department and a course in the environmental studies program such as field methods, environmental impact assessment or natural resource management. Opportunity also exists for developing courses in his/her specific discipline. Applicants must possess a PhD in biology and provide evidence of excellence in research and teaching. Postdoctoral experience is desirable and the successful candidates will be expected to develop a vigorous externally-funded research program. The Biology Department has a young, research-oriented faculty and offers undergraduate as well as graduate training through the new MSc in Applied Science. Training of PhD students is possible by obtaining adjunct status at other local institutions. The Department has been successful in obtaining CFI funding for 3 new facilities: the Taxonomy Laboratory, the Molecular Biology Laboratory and the Centre for Remediation and Environmental Analysis. Details of departmental interests and activities can be found at http://www.stmarys.ca/academic/science/biology/welcome.html. This is an international search and candidates of all nationalities are encouraged to apply. However, in accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents. Saint Mary's University encourages applications from women, aboriginal peoples, visible minorities, and people with disabilities. Application should include a CV, a description of a proposed research programme, and other relevant documentation, including the names and addresses of at least three people who can provide a reference. Submit applications by May 15, 2003 to Dr. D.B. Stiongman, Chair, Biology Department, Saint Mary's University, Halifax, Nova Scotia, B3H 3C3, email doug.strongman@smu.ca.

■ **THE UNIVERSITY OF TORONTO AT MISSISSAUGA** — The Department of Biology at the University of Toronto at Mississauga invites applications for a full-time appointment at the Lecturer level effective July 1st, 2003. Applicants with a PhD are encouraged, but others will also be considered. The successful candidate will have demonstrated excellence in teaching and a strong interest in innovative teaching methods for large undergraduate classes. A familiarity with organismal biology is essential. In addition to teaching, the position will involve the advising and counseling of undergraduate students, the mentoring of teaching assistants, and the generation of statistical information such as course grades and enrolments using appropriate software. The candidate will be expected to have good interpersonal skills and take a leadership role in the undergraduate biology program. The successful candidate is not expected to establish a research program. Salary will be commensurate with qualifications and experience. All qualified candidates are encouraged to apply; however, Canadian and permanent residents will be given priority. The University of Toronto is strongly committed to diversity within its community. The University especially welcomes applications from visible minority group members, women, aboriginal persons, persons with disabilities, members of sexual minority groups, and others who may contribute to the further diversification of ideas. Applicants should submit a curriculum vitae, a statement of teaching interests and ideas, and arrange for three letters of reference to be sent to: Professor T. Westwood, Department of Biology, University of Toronto at Mississauga, 3359 Mississauga Rd., Mississauga, Ontario, Canada L5L 1C6 (twestwoo@utm.utoronto.ca). More information on the department can be found at: http://www.erin.utoronto.ca/~w3bio/homepage/. The application deadline is March 28, 2003 although the search will remain open until the position is filled.

BRITISH LITERATURE

■ **YORK UNIVERSITY** — Applications are invited for a contractually-limited appointment at the Assistant Professor level in the Department of English, Faculty of Arts, at York University. The position offered is for one year with the possibility of renewal for a second. The successful candidate will have demonstrable expertise in Shakespeare and his contemporaries. The position, to commence July 1, 2003 is subject to budgetary approval. Qualifications include a PhD in English Literature with specialization in Elizabethan and/or Jacobean drama, and demonstrable excellence in teaching. The successful candidate will direct a large-lecture Shakespeare course, an upper-year seminar course on Renaissance drama, and another upper-level course in his/her area of particular expertise. Salary will depend on qualifications and experience. Applicants should submit a letter of application, Curriculum Vitae and a sample of their written work (no longer that 25pp.), and arrange to have three confidential letters of reference sent to: Professor Kim Ian Michasiw, Chair, Department of English, York University, 4700 Keele Street, Toronto, Ontario, M3J 1P3, Fax: 416-736-5412. Applications should reach the Chair by 1 April 2003. York University has an Affirmative Action Program with respect to its faculty and librarian appointments. The designated groups are: women, racial/visible minorities, persons with disabilities and aboriginal peoples. Persons in these groups must self-identify in order to participate in the Affirmative Action Program. The Department of English (Artst welcomes applications from persons in these groups. The Affirmative Action Program can be found on York's website at www.yorku.ca/acadjobs/ or a copy can be obtained by calling the affirmative action office at 416-736-5713. All qualified candidates are encouraged to apply; however, Canadian citizens and Permanent Residents will be given priority.

BUSINESS

■ **YORK UNIVERSITY** — Tenure-Stream Positions in: Accounting (2), Management Science (2), Strategy (2), General Management — CLA (1), Anne and Max Tanenbaum Chair in Entrepreneurship and Family Enterprise. The Schulich School of Business (formerly the Faculty of Administrative Studies) at York University in Toronto, Canada, invites applications for tenure-stream openings commencing July 1, 2003 and July 1, 2004. Preferred candidates will: be qualified to teach in PhD, Masters and Undergraduate programs possess a completed doctorate, provide evidence of effective teaching; have a commitment to scholarly research and publication. Salary and benefits are competitive. Rank may vary by area; salary is negotiable. All positions at York University are subject to budgetary approval. York University has an Affirmative Action Program with respect to its faculty and librarian appointments. The designated groups are: women, racial/visible minorities, persons with disabilities and aboriginal peoples. Persons in these groups must self-identify in order to participate in the Affirmative Action Program. The Schulich School of Business welcomes applications from persons in these groups. The Affirmative Action Program can be found on York's website at www.yorku.ca/acad_obs/ or a copy can be obtained by calling the affirmative action office at 416-736-5713. All qualified candidates are encouraged to apply; however, Canadian citizens and Permanent Residents will be given priority. Please send curriculum vitae to: Dezso J. Horvath, Dean, Schulich School of Business, York University, 4700 Keele Street, North York, Ontario, M3J 1P3, Canada. Submissions will be accepted until positions are filled.

■ **McMASTER UNIVERSITY** — The Michael G. DeGroote School of Business invites applications for five (5) tenure-track positions at the Assistant Professor level, commencing July 1, 2003. Preference will be given to candidates with demonstrated high quality teaching and research expertise in eBusiness as related to any of the following areas: Finance and Business Economics; corporate finance, investments, market microstructure, financial institutions, international finance, applied micro policy, industrial organization and energy economics. Management Science & Information Systems: supply chain management with interest in operations management. Human Resources & Management: human resources/strategic HR, industrial relations or organizational behaviour. Marketing, Business Policy & International Business: health services management, management of innovation and new technology, new product marketing, channel marketing, business-to-business marketing, retail marketing, financial services marketing, international strategy for the high technology sector and business policy/strategy with a strong interest in health services management. Accounting and Financial Management Services: auditing, EDP auditing, information systems and/or advanced financial accounting. The candidate's PhD should be completed by the commencement of the appointment. Preference will be given to candidates whose research and teaching interests span across two or more of the above domains. Duties include research (McMaster is a "research intensive" University") and teaching at both the graduate and undergraduate levels. Salary will be commensurate with academic qualifications, teaching and practical experience. Applications should contain a curriculum vitae and the names and contact information of three referees. Send applications and all supporting documentation to: Dr. V.V. Baba, Dean, Michael G. DeGroote School of Business, McMaster University, 1280 Main Street West, Hamilton, ON L8S 4M4, Email: baba@mcmaster.ca, Fax: (905) 526-0852. All qualified candidates are encouraged to apply; however, Canadian and Permanent Residents will be given priority. McMaster University is strongly committed to employment equity within its community, and to recruiting diverse faculty and staff. The University encourages applications from all qualified candidates, including women, members of visible minorities, Aboriginal persons, members of sexual minorities, and persons with disabilities. Applications will be considered until the position is filled.

■ **McMASTER UNIVERSITY** — The Michael G. DeGroote School of Business at McMaster University invites applications and nominations for a Canada Research Chair (Tier 1) position in the Human Resources and Management Area. In keeping with expectations of the Canada Research Chairs (CRC) program, the successful candidate should exhibit the following attributes: an outstanding and innovative researcher whose accomplishments have had a major impact on his or her field; international recognition as a leader in his/her field; a superior record of attracting and supervising graduate students; the ability to establish a world class research program that is innovative, original, and of high quality; and a solid track record of obtaining research funding (e.g., SSHRC, NSERC, CIHR). The successful candidate is expected to demonstrate leadership at McMaster University in his or her field of research; establish a vigorous, externally funded research program; teach at the graduate level and add significant value to the doctoral program. Candidates and nominees should have a research program within at least one of the following broad strategic research areas: Organizations & Behaviour, Human Resources, Management, Environment and Health. Further information on the CRC program can be viewed at http://www.chairs.gc.ca. A summary of McMaster University's Strategic Research Plan can be found at http://www.chairs.gc.ca/english/research/strategic/strategic/MacMaster.pdf (McMaster is misspelled in the link). The Michael G. DeGroote School of Business at McMaster University is home to about 1500 undergraduate students and about 500 MBA students. The Human Resources and Management Area houses one of the two PhD Programs in the School of Business, with an enrolment of about ten doctoral students. The Area is seeking to expand the PhD program and it is expected that the successful candidate will contribute substantially to this initiative. All qualified candidates are encouraged to apply; however, Canadians and Permanent Residents will be given priority. McMaster University is strongly committed to employment equity within its community, and to recruiting a diverse faculty and staff. The University encourages applications from all qualified candidates, including women, members of visible minorities, Aboriginal persons, members of sexual minorities, and persons with disabilities. Applications will be considered until the position is filled. Applications complete with a curriculum vitae and the names of three references should be sent to: Dr. V.V. Baba, Dean, Michael G. DeGroote, School of Business, McMaster University, 1280 Main St. W. Hamilton, ON L8S 4M4, E-mail: baba@mcmaster.ca; Fax: 905-526-0852.

■ **THE UNIVERSITY OF WINDSOR** invites applications for two administrative positions: Associate Dean, Academic Research and Associate Dean, Academic Operations, in the Odette School of Business commencing as early as July 1, 2003. The initial appointment will be for three years and may be renewed for a second term not to exceed three years. The position carries an administrative stipend and a reduced teaching load. Rank and salary will be commensuate with qualifications and experience. For a detailed position description visit our website at: www.uwindsor.ca/faculty positions. Contact: Dr. Roger Hussey, Dean, Odette School of Business, University of Windsor, Windsor, ON, N9B 3P4; Tel: 519-253-3000, Ext. 3091, Fax: 519-973-7073; Email: jdesilp@uwindsor.ca. For information on the University of Windsor or the City of Windsor, contact Dr Janice Drakich, Director, Faculty Recruitment at 877-665-6608 (toll free) or recruit@uwindsor.ca.

BUSINESS & SOCIETY

■ **YORK UNIVERSITY** — The Faculty of Arts, Division of Social Science seeks a candidate for a one year contractually-limited appointment at the assistant professor level in the critical interdisciplinary study of Business and Society commencing July 1, 2003. A PhD or equivalent, is required. Applicants must have a demonstrated record of critical, interdisciplinary scholarship and/or teaching experience in alternative economic firms and arrangements and at least one of the following areas: ethics, political theory, or political economy. The successful candidate will be expected to teach a fourth seminar on Alternative Economic Firms and Arrangements and two four year seminars on "Issues in Business and Society." Candidates should have a background in co-operative studies, ethics and/or political theory. Candidates are asked to submit a curriculum vitae, statement of teaching and research interests, and a sample publication; and to have three referees send letters of reference directly to: Dr. Mary-Louise Craven, Chair, Division of Social Science/S756A Ross Building, York University, 4700 Keele Street, Toronto, Ontario, M3J 1P3tel: (416) 736-2100 x77812; fax: (416) 736-5574, email mlc@yorku.ca. Deadline: April 1, 2003. York University has an Affirmative Action Program with respect to its faculty and librarian appointments. The designated groups are: women, racial/visible minorities, persons with disabilities and aboriginal peoples. Persons in these groups must self-identify in order to participate in the Affirmative Action Program. The Division of Social Science welcomes applications from persons in these groups. The Affirmative Action Program can be found on York's website at www.yorku.ca/acadjobs/ or a copy can be obtained by calling the affirmative action office at 416-736-5713. All appointments are subject to budgetary approval. In accordance with Canadian immigration requirements, Canadian citizens and permanent residents will be considered first for this position; applications are invited from qualified individuals regardless of their immigration status in Canada.

CHEMISTRY

■ **THE UNIVERSITY OF GUELPH** — The Department of Chemistry and Biochemistry invites applications for a full time tenure track position at the rank of Assistant Professor in the area of Analytical Chemistry. All areas of analytical chemistry will be considered with preference for research in separations. Candidates must have a PhD degree and postdoctoral experience. The successful candidate will be expected to develop a productive research program, to teach and advise graduate students within the Guelph-Waterloo Centre for Graduate Work in Chemistry and Biochemistry, and to have a strong commitment to teaching at the undergraduate level. Additional information on the Department of Chemistry and Biochemistry may be found at http://www.chembio.uoguelph.ca. Salary will be commensurate with qualifications and experience. Candidates should submit by April 15, 2003, a curriculum vitae, a statement of research experience and a research proposal, and arrange to have three letters of reference sent to Dr. Robert J. Balahura, Chair, Department of Chemistry and Biochemistry, University of Guelph, Guelph, Ontario, N1G 2W1, Fax: (519) 766-1499. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Guelph is committed to an employment equity program that includes special measures to achieve diversity among its faculty and staff. We therefore particularly encourage applications from qualified aboriginal Canadians, persons with disabilities, members of visible minorities and women.

■ **THE UNIVERSITY OF TORONTO** — The Department of Chemistry invites applications for a position in Experimental Physical Chemistry, effective on or after July 1, 2003. Candidates will be considered at both senior and junior levels. Senior applicants should have an established research program in which international leadership in a respective field is widely recognized. Applicants, to be considered for tenure track Assistant Professorship, should possess a PhD in experimental physical chemistry or related fields, a strong academic background, and an excellent research record. The successful candidate will be expected to conduct an active and innovative research program and to teach at both the undergraduate and graduate levels. Salary will be commensurate with qualifications and experience. The University of Toronto is strongly committed to diversity within its community and especially welcomes applications from visible minority group members, women, Aboriginal persons, persons with disabilities, members of sexual minority groups, and others who may contribute to the further diversification of ideas. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Applications will be accepted until March 15, 2003. Applicants should provide a curriculum vitae, statement of teaching philosophy and interests, and an outline of their proposed research, and should arrange to have three confidential letters of recommendation sent on their behalf to: Chair of Chemistry, Department of Chemistry, University of Toronto, 80 St. George Street, Room 151 Toronto, Ontario M5S 3H6.

■ **THE UNIVERSITY COLLEGE OF CAPE BRETON** invites applications for 3 Assistant Professor of Chemistry positions to commence July 2003. Tenure-track—CHM0302. Successful candidate will teach introductory chemistry courses, industrial chemistry as well as develop a research program. Applicants must have a PhD in Chemistry, Chemical Engineering or a related discipline and have a strong academic and research background. Candidates in all areas of specialization, including Chemical Engineering, will be considered. Tenure-track — ORG0302. Successful candidate will teach introductory chemistry for students in the BSc (Nursing), introductory biochemistry for students in the BSc and BTech degree programs as well as develop a research program. Applicants must have a PhD in Chemistry, Biochemistry or a related discipline and have a strong academic and research background. Candidates with specialties in the areas of Organic Chemistry

McGill

Assistant Professor School of Nursing

The McGill University School of Nursing is inviting applications for full-time faculty appointments at the Assistant Professor level to contribute to the development of one or more programs of nursing research. The research programs are building on the research and clinical expertise residing in the School of Nursing and its affiliated institutions. Candidates should have an interest in research in one or more the programmatic research areas: oncology, cardio-vascular, health of women and children, mental health, aging, families, and nursing administration. Successful candidates will be expected to teach at the undergraduate and graduate levels and to develop a vigorous research program, embracing graduate student supervision. They will have an opportunity to devote at least 50% of their time to research and other scholarly activities.

Candidates must have a Master's degree in nursing, hold a PhD (or be near completion) in nursing or a related discipline and have evidence of a developing research and publication record. Experience in teaching would be an asset. Candidates would benefit from a working knowledge of both official languages (French and English).

The School has two undergraduate (BScN and BN) programs, a unique direct entry to nursing graduate program (M.Sc.[Applied]) for non-nurses, a Master's program for nurses, and a PhD program in nursing. The School has a close working relationship with the University of Montreal and is a member of a regional training centre developing a cadre of researchers in the area of nursing administration. The McGill model of nursing with its focus on the family and collaborative relationships provides a strong philosophical basis for the academic and service programs. The School is an integral member of a network of interdependent centres of nursing excellence in which nursing practice, education and research are fully integrated.

McGill University is located in the heart of the dynamic city of Montreal which is the centre of quebecois culture. The faculty and students enjoy the diversity of a multi-cultural city with a warmth and charm that make it unique in North America. McGill has an interesting mix of peoples and cultures providing a stimulating and productive environment. Its reputation for excellence in education, research and scholarship attracts students and faculty from around the world.

Interested candidates should forward their c v and the names of three referees. The review process continues until the positions are filled.

Direct inquiries to
Dr. Susan E. French, Associate Dean and Director
School of Nursing
Room 201, Wilson Hall, McGill University
3506 University Street
Montreal, Quebec, Canada, H3A 2A7
E-mail: susan.french@mcgill.ca
Telephone 514-398-4154
Fax: 514-398-8455

www.mcgill.ca

All qualified candidates are encouraged to apply, however, Canadians and permanent residents will be given priority. McGill University is committed to equity in employment

Professeur adjoint École des sciences infirmières

L'Ecole des sciences infirmières de l'université McGill est à la recherche de professeurs à plein temps au rang de professeur adjoint qui peuvent contribuer à l'élaboration de programmes de recherche en sciences infirmières. Les programmes reposent sur les recherches et l'expertise clinique qui existent déjà à l'Ecole et dans les établissements de santé qui lui sont rattachés. Les candidats doivent avoir un intérêt dans l'un des domaines de recherche suivants : oncologie, santé cardiovasculaire, santé des femmes et des enfants, santé mentale, vieillissement, familles et administration des soins infirmiers. Les candidats retenus enseigneront aux trois cycles et établiront un programme de recherche de pointe, en plus d'encadrer des étudiants de 2e et 3e cycles. Ils consacreront au moins 50 % de leur temps à la recherche et à d'autres activités académiques.

Les candidats doivent être titulaires d'une maîtrise en sciences infirmières, d'un doctorat en sciences infirmières (ou en voie d'obtention) ou dans une discipline connexe et posséder un dossier en recherche et en publications. Il est souhaitable que les candidats aient une expérience en enseignement et une connaissance pratique des deux langues officielles (français et anglais).

L'Ecole dispense deux programmes de 1er cycle (BScN et BN), une porte d'accès unique aux programmes de 2e cycle en sciences infirmières (M.Sc [appliquées] pour les non-infirmières, programme de maîtrise pour les infirmières et programme de doctorat en sciences infirmières). L'Ecole entretient des rapports de travail étroits avec l'Université de Montreal et fait partie d'un centre de formation régional chargé de constituer un effectif de chercheurs dans le domaine de l'administration des soins infirmiers. Le modèle de soins infirmiers de McGill axé sur la famille et la collaboration constitue une base philosophique solide pour ses programmes d'enseignement, de recherche et de formation clinique. L'Ecole fait partie intégrante d'un réseau de centres interdépendants d'excellence en sciences infirmières où la pratique, l'enseignement et les recherches en sciences infirmières sont parfaitement intégrés.

L'Université McGill est située au cœur de Montréal, ville dynamique, et centre culturel du Québec. Les professeurs et étudiants jouissent de la diversité d'une ville multiculturelle dont le charme et l'atmosphère chaleureuse lui confèrent un caractère unique en Amérique du Nord. L'Université McGill comprend un ensemble intéressant de gens et de cultures qui contribuent à un milieu des plus stimulant et productif. L'excellence de sa réputation dans le domaine de l'enseignement, de la recherche et de l'érudition attire étudiants et professeurs du monde entier.

Les candidats que ces postes intéressent sont priés de faire parvenir leur curriculum vitae et le nom de trois répondants. Le processus de sélection se poursuivra jusqu'à ce que les postes soient comblés. Pour toute question relative à ces postes, veuillez communiquer avec:
Susan. E. French, PhD, vice-doyenne et directrice
École des sciences infirmières
bureau 201, pavillon Wilson, Université McGill
3506, rue University
Montréal (Québec) Canada H3A 2A7
Courriel: susan.french@mcgill.ca
Tél : 514-398-4154
Télec 514-398-8455

Tous les candidats possédant les qualifications requises sont invités à postuler pour ces postes, cependant, nous tenons à signaler que les citoyens canadiens et les résidents permanents du Canada se verront accorder la priorité. L'Université McGill souscrit à l'équité en matière d'emploi

CAREERS CARRIÈRES

or Biochemistry will be considered. Term (12 months) — TRM0302. Successful candidate will teach undergraduate courses in areas of general chemistry, physical chemistry and specifically, the Analytical Instrumentation (CHEM385) as well develop a research program. Applicants must have a PhD in Chemistry or a related discipline and have a strong academic and research background. Candidates in all areas of specialization will be considered. Applicants for all positions are expected to demonstrate potential and commitment with regard to teaching, research/creative/scholarly activities and service to UCCB, community and profession. The union affiliation of these positions is with the UCCB Faculty Association of University Teachers (FAUT). UCCB is an equal opportunities/affirmative action employer. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. UCCB encourages applications from qualified Aboriginal People, African Canadians or other persons from a visible minority group, persons with disabilities and women. Applicants who wish to be considered for this initiative may self-identify in their cover letter. Qualified candidates should send a letter of application quoting the reference number, a curriculum vitae, academic transcripts and three letters of reference to the Director of Human Resources no later than 4:00 p.m. April 30, 2003. Director, Human Resources, University College of Cape Breton, P.O. Box 5300, 1250 Grand Lake Road, Sydney, NS, B1P 6L2, (902) 563-1158 tel. (902) 563-1458, fax e-mail: hr@uccb.ns.ca, Website: www.uccb.ns.ca.

CHILD & YOUTH CARE

■ **THE UNIVERSITY OF VICTORIA'S** School of Child and Youth Care invites applications from Aboriginal candidates for the position of Assistant Professor (Tenure-Track), effective July 1, 2003, or as negotiated. This hiring is limited to Aboriginal candidates only. Candidates should have practice experience with children, youth and families, and demonstrated ability to work cross-culturally and in community settings. Successful applicants will demonstrate sensitivity and respect for cultural diversity and will be committed to developing an active program of research in an area related to the child and youth care field. Also required is the ability to contribute to the School of Child and Youth Care's programs through excellence in teaching a diverse student population at both the undergraduate and graduate levels in face-to-face and distributed learning modes, and to curriculum development with a focus on improving the aboriginal and cross-cultural content and perspectives throughout the School. A completed PhD is preferred. Candidates who have a scheduled date for defence of dissertation are also welcome to apply. The appointment will follow university guidelines for academic positions. Salary offered will be commensurate with qualifications and experience. A full range of benefits is offered. In accordance with the University's Equity Plan and pursuant to Section 42 of the BC Human Rights Code, the selection will be limited to aboriginal peoples. Candidates from this group are encouraged to self-identify. All qualified candidates are encouraged to apply; however, in accordance with Canadian Immigration requirements, Canadians and permanent residents will be given priority. Closing Date for the Application: April 15, 2003. Applicants should send a cover letter and supportive documentation of key career achievements, a curriculum vitae and three sealed confidential letters of reference to: Dr. James Anglin, Director, School of Child and Youth Care, Chair, Search Committee for Assistant Professor, School of Child and Youth Care, University of Victoria, P.O. Box 1700, Victoria, BC, Canada V8W 2Y2, Ph: 250 721-7966, Fax: 250 721-7218, email: janglin@uvic.ca.

CLASSICS

■ **QUEEN'S UNIVERSITY at Kingston** — The Department of Classics invites applications for a tenure-track position at the Assistant Professor level in Roman Archaeology. The appointment will commence July 1, 2003. The position is subject to budgetary approval. Applicants will have a PhD in Roman archaeology. Excellence in research and teaching is expected. Specialists in the area of the late republic/early empire are particularly encouraged to apply. Beyond teaching the specialty in undergraduate and graduate programs, the successful candidate will also be expected to teach the classical languages and Classical Studies courses to undergraduates. Salary will be commensurate with qualifications and experience. Applications should include a full curriculum vitae, a statement of research and teaching interests, and samples of writing. These materials and three confidential letters of reference should be sent to Professor Dietmar K. Hagel, Head, Department of Classics, Queen's University, Kingston, Ontario, K7L 3N6, Phone (613) 533-2745; fax (613) 533-6739; email classics@post.queensu.ca. Deadline for applications is March 31, 2003. Queen's University is committed to an employment equity programme and encourages applications from all qualified women and men, including visible minorities, aboriginal people, persons with disabilities, gay men and lesbians. All qualified candidates are encouraged to apply, however, Canadian citizens and Permanent Residents will be given priority. Academic staff at Queen's University are governed by a collective agreement, the details of which are posted at http://www.queensu.ca/qufa.

■ **CARLETON UNIVERSITY** — The College of Humanities invites applications for a two-year appointment in Classics (with the possibility of renewal) at the Lecturer or Assistant Professor level, subject to budgetary approval. The program in Classics and Religion is housed in the College of Humanities. Candidates should have competence in both Greek and Latin and a broad grasp of Classical Civilization. The ability to teach a course in Classical mythology will be an asset. PhD completed, or near to completion, required as well as a commitment to effective teaching and scholarly research. All qualified candidates are encouraged to apply. The applications of Canadian citizens and permanent residents will be given priority. Carleton University is committed to equality of employment for women, aboriginal peoples, visible minorities and persons with disabilities. Persons from these groups are encouraged to apply. A letter of application, a curriculum vitae, and three letters of reference are to be sent by March 31, 2003 to: Prof. Roland Jeffreys, Dunton Tower 2121, Carleton University, 1125 Colonel By Drive, Ottawa, Ontario, Canada K1S 5B6.

COMMUNICATION STUDIES

■ **McMASTER UNIVERSITY** invites applications for the Global Television Network Chair in Communications to be located in the Faculty of Humanities. The Faculty of Humanities comprises seven core academic units, with 125 full-time faculty members in a School of the Arts (Art, Art History, Theatre and Film, Multimedia and Music) and Departments of Classics, English, French, History, Modern Languages and Linguistics, and Philosophy, and Programmes in Communication Studies and Interdisciplinary Studies (Comparative Literature, Peace Studies, and Women's Studies). The Faculty is a leader in the application of computing to the humanities. For more information on either the Faculty or the Programme, please consult either www.humanities.mcmaster.ca or www.humanities.mcmaster.ca/~cmst/. The successful candidate will have outstanding credentials in the field of Communication Studies and will bring research and teaching experience both to the Chair and to the associated new, interdisciplinary and dynamic B.A. Honours and Combined Honours programmes in Communication Studies. The successful candidate will be recognised nationally and internationally as an expert within Communication Studies. The candidate will have extensive knowledge of, and experience with, the major modes of communication through various media as well as with critical and theoretical approaches to Communication Studies. Candidates specialising in any one or more of the four components of McMaster's Communication Studies Programme (Language & Discourse, Mass Communication, Performance Studies and Cultural Studies) are encouraged to apply. Preference may be given to candidates with special interest in the area of mass media, new media, journalism, or radio/television. The successful candidate will be appointed at the rank of Full or Associate Professor to a Department within the Faculty of Humanities with a cross-appointment to the Programme in Communication Studies. He/she will work with the Programme Director and be prepared to take his/her turn in the Programme's administration, including a term as Director. Complementing the communications focus within the Faculty, the Chair will pursue leading edge research into the nature, function or evolution of communication. The Faculty has commensurate significant resources to the use of multimedia and audio-visual resources in teaching and research including the recent establishment of the Lyons Instructional Media Centre. It is hoped that the successful candidate will strengthen the strategic commitment to applied information technology and new media. Drawing upon existing resources within the Faculty of Humanities and the wider university (including the Faculty of Social Sciences, where related work is being done in the departments of Sociology and Political Science), the Global Television Network Chair in Communications will provide core leadership in communication teaching and research at McMaster, possibly leading towards the establishment of a graduate programme in that field. Applicants should send a letter of application, with a curriculum vitae and a sample of peer-reviewed work, to: Dr. Magda Stroinska, Director, Communication Studies Programme, Faculty of Humanities, McMaster University, TSH 512, 1280 Main Street West, Hamilton, ON L8S 4M2, Canada, cmstdir@mcmaster.ca. Applications must be received by Tuesday 31 March 2003 and applicants should arrange for three letters of reference to be received by the same date. All qualified candidates are encouraged to apply; however, Canadians and Permanent Residents will be given priority. McMaster University is strongly committed to employment equity within its community, and to recruiting a diverse faculty and staff. The University encourages applications from all qualified candidates, including women, members of visible minorities, Aboriginal persons, members of sexual minorities and persons with disabilities.

COMPUTER SCIENCE

■ **THE UNIVERSITY OF NEW BRUNSWICK (Saint John)** — The Department of Computer Science & Applied Statistics invites applications for a 10-month term position in Computer Science beginning August 1, 2003 at the Instructor level. The position is subject to final budgetary approval. Candidates should have a minimum of a Master's degree in Computer Science or a closely related discipline. The successful candidate will replace a faculty member who will be on leave, and the ideal candidate would be a software-engineering specialist. Previous teaching experience is desirable. Applicants must submit a curriculum vitae and the names and addresses of three referees (including e-mail address and telephone number) to Dr. Ruth E. Shaw, Chair, Department of Computer Science & Applied Statistics, The University of New Brunswick, P.O. Box 5050, Saint John, New Brunswick, E2L 4L5, fax (506) 648-5799, e-mail reshaw@unbsj.ca. Review of applications will begin March 30, 2003. All qualified candidates are encouraged to apply, however Canadians and permanent residents will be given priority. Applicants should indicate current citizenship status. The University of New Brunswick is committed to the principle of employment equity.

■ **THE UNIVERSITY OF ALBERTA** — 3 Positions. Do you have a commitment to push the frontiers of computing research in one of the most supportive environments in Canada? We are seeking outstanding candidates who are driven by curiosity and interested in collaborative research for the following tenured faculty chair positions: Tier II Canada Research Chair position (www.chairs.gc.ca) in software engineering and/or software systems. Candidates should have demonstrated ability to provide research leadership in some of the following areas: software architecture, software reuse, re-engineering, software system development, parallel and distributed computation, and compiler design and optimization. The CRC award is for a five-year period, renewable for another five-year period. Tier I Canada Research Chair position (www.chairs.gc.ca) associated with the Alberta Ingenuity Centre for Machine Learning (www.aicml.ca) targeted at exceptional individuals who have demonstrated research accomplishments in areas that combine machine learning and bioinformatics, possibly molecular biological modeling, and related areas in nanoscience and nanotechnology. The CRC award is for a seven-year period, and is renewable. iCore Chair position (e.g., www.icore.ca) targeted at exceptional individuals who have demonstrated research accomplishments in Machine Learning. The iCore award is for a minimum of five years. About Us: Join us in a dynamic Computing Science department, known for its collegial atmosphere and collaborative research environment. Our department is in the Faculty of Science at the University of Alberta, in Edmonton, the capital of Alberta. We have established research laboratories, including Advanced Man-Machine Interfaces, Algorithmics, Bioinformatics, Artificial Intelligence, Computer Vision and Multimedia Communications, Database Management, Graphics, Networks and Communications, Robotics, Software Engineering, and Software Systems. We have abundant computing facilities, and our department leads broadly-based multidisciplinary research within the Multimedia and Advanced Computational Infrastructure (www.macl.ca) project. We have standard, state of the art, computational research facilities, as well as extensive computational infrastructure for high performance parallel computing and computer graphics. In 2001 we moved into a new research laboratory building adjoined to a renovated historical building. This combined space provides us with consolidated office and research space in the middle of our campus of more than 30,000 students. Computing Science research is well-funded in Alberta. Several provincial programs provide research opportunities that are the envy of every one in the world, including our multi-university collaborations (e.g., www.westgrid.ca, www.macl.ca, www.peona.cs.ualberta.ca/aserc), research chair programs (e.g., www.icore.ca), and the Alberta Ingenuity Fund (www.albertaingenuity.ca). This fund established The Alberta Ingenuity Centre for Machine Learning (www.aicml.ca) in 2002. Our current complement of 47 regular faculty work within a department of about 32 support staff. There are over 200 graduate students and over 500 undergraduate students in our Computing Science degree programs. We also offer joint degrees with Engineering, Business, and other Science departments. Our performance in ACM World Programming Contests is evidence of our claim to be one of the best undergraduate programs in the country, and our graduate students are successful in industrial and academic research labs around the world. Our department is part of a full-service university, in a province that has the fastest economic growth in the country, and we enjoy strong collaborative ties with local industry. Competition will remain open until suitable candidates are found. Find further details about us at www.cs.ualberta.ca. To apply send your curriculum vita and the names and addresses of three referees to Ins Eventt, Administrative Assistant, Department of Computing Science, University of Alberta, Edmonton, Alberta, Canada T6G 2E8; or Email: eventt@cs.ualberta.ca. All qualified candidates are

BUILDING THE FUTURE—
Researchers with Vision

The University of Prince Edward Island (UPEI) is offering research chair opportunities to dynamic researchers who can engage in independent and collaborative multi-disciplinary research. UPEI fosters a vibrant research milieu among its Faculties of Arts, Business, Education, Nursing, Science, and Veterinary Medicine (Atlantic Veterinary College, AVC). UPEI seeks researchers who are recognized by their peers as having excellent leadership potential in areas of increasing international significance and of established expertise at UPEI.

SEEKING CANADA RESEARCH CHAIRS

Literacy & Health

Canada is showing world leadership in exploring the interconnections between literacy and health. UPEI's researchers are contributing. UPEI-based, community-supported projects on family literacy, healthy Mi'Kmaq communities, school leavers, Family Centered Care, and children's nutrition are attracting funding and gaining recognition. The Government of PEI has identified health and literacy as interrelated priorities, and significant multi-disciplinary, multi-sectoral research opportunities are available. PEI and UPEI offer a unique research environment, with a cohesive society where collaborations between researchers and communities are active, co-productive, and valued, and where research directly impacts public policy.

Learn more: www.upei.ca/research/ or contact
Prof. Rosemary Herbert, Dean of Nursing,
902-566-0733, rherbert@upei.ca

Bioresource Innovation

Focused on land-based and aquatic resources, PEI provides a clear opportunity to carry out research needed to bring about a diversified life sciences economy in an environmentally sustainable framework. The healthful uses of substances derived from bioresources are of special interest. UPEI scientists are collaborating with a solid core of experts within a regional cluster, establishing multi-sectoral linkages nationally and internationally. We offer exciting opportunities for researchers in fields such as, but not restricted to, *nutritional genomics, food science, natural products chemistry, food use ecology,* and *biophysics.* Our vision: cutting edge research in an area of applied significance that builds upon existing excellence and collaborations.

Learn more: www.upei.ca/research/ or contact
Dr. Roger Gordon, Dean of Science, 902-566-0382,
rgordon@upei.ca

Aquatic Health Sciences

Bold, dynamic, and engaged in world-recognized aquatic health research, researchers in aquatic health sciences at UPEI and its Atlantic Veterinary College (AVC) are studying aquatic ecosystems from the duet and interconnected perspectives of improved aquaculture systems and maintenance of environmental integrity. A strong team of UPEI Faculty of Science researchers is concerned with anthropogenic effects on a broad range of aquatic ecosystems, while the AVC is highly recognized for its aquaculture focus. Collaborations such as the AVC Lobster Science Centre, the Centre for Aquatic Health Sciences, the Centre for Marine and Aquatic Resources, and the Shellfish Research Group characterize capacity and breadth of expertise.

Learn more: www.upei.ca/research/ or contact
Dr. Tim Ogilvie, Dean of AVC, 902-566-0825,
ogilvie@upei.ca

UPEI

Applications, consisting of a cover letter, a CV, and a list of three referees, must be received no later than Monday, March 31, 2003, by Dr. Katherine Schultz, Vice-President, Research Development, University of Prince Edward Island, 550 University Avenue, Charlottetown, PEI, Canada, C1A 4P3. Phone 902-566-0637. Fax 902-566-0756. E-mail research@upei.ca.
For more information on the Canada Research Chairs program, visit www.chairs.gc.ca

CAREERS CARRIÈRES

encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Alberta hires on the basis of merit. We are committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons.

■ **THE UNIVERSITY OF WATERLOO** invites applications for several tenure-track faculty positions in the School of Computer Science, with priority for researchers in the areas of bioinformatics, distributed systems, human-computer interaction, and scientific computation. Exceptional candidates at all levels of experience are encouraged to apply. Successful applicants who join the University of Waterloo are expected to develop and maintain a productive program of research, attract and develop highly qualified graduate students, provide a stimulating learning environment for undergraduate and graduate students, and contribute to the administration of the school. A PhD in Computer Science or equivalent is required, with evidence of excellence in teaching and research. Rank and salary will be commensurate with experience, and appointments are expected to commence during the 2003 calendar year. The University of Waterloo's School of Computer Science is one of the largest and most eclectic within Canada. It prides itself on being a leader in Computer Science education and houses a diverse research program of international stature. Because of its recognized capabilities, the School attracts exceptionally well-qualified students at both undergraduate and graduate levels. Over twenty new faculty members have joined the School recently, resulting in over 60 full-time faculty. The School enjoys an excellent reputation in pure and applied research and is supported by 14 research laboratories. The University has an enlightened intellectual property policy by which the rights are vested in the inventor; in part, this policy has been responsible for many spin-off companies such as WATCOM (now Sybase Solutions), Waterloo Maple and Open Text Corp. Please see http://www.cs.uwaterloo.ca for further information. Applicants should write to Chair, Advisory Committee on Appointments, School of Computer Science, University of Waterloo, Waterloo, Ontario, Canada N2L 3G1. cs-chair@cs.uwaterloo.ca and include a curriculum vitae, teaching and research statements, and the names and e-mail addresses of three references. To expedite handling of applications, please ask those named as references to direct supporting letters to the same address. Applications will be considered as soon as documentation is complete and as long as positions remain available. All qualified candidates are encouraged to apply; however Canadian citizens and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. These appointments are subject to the availability of funds.

■ **THE UNIVERSITY OF WESTERN ONTARIO** seeks to fill a prestigious Canada Research Chair position in the area of Computer Algebra or Computer Vision. Western, one of Canada's leading research-intensive universities, seeks to build on existing expertise in applied mathematics and computer science as a world leader in these areas. The University of Western Ontario provides an exceptional multi-disciplinary research environment for mathematical computation. It is home to the Ontario Research Center for Computer Algebra, the largest symbolic-mathematics computing laboratory in North America, at present comprising 10 permanent faculty members, at its 2 campuses. The centre provides a dynamic collaborative environment supporting several international visitors, numerous post-doctoral fellows and graduate students selected from a strong international body of applicants. Active collaborations with industrial partners, such as Maplesoft, IBM and Microsoft, provide opportunities to maximize the impact of research results. Western also houses an active research group in the area of computer vision. In addition, the University is uniquely positioned as the lead organization in SHARCnet, the regional Shared Hierarchical Academic Research Consortium Network, with its outstanding platform for development and deployment of distributed applications. The successful candidate would normally be appointed at the rank of Assistant or Associate Professor, Probationary (tenure-track) in the Department of Computer Science as a Tier 2 Canada Research Chair. With a full-time enrollment of about 25,000, The University of Western Ontario graduates students from a full range of academic and professional programs, medicine, engineering and business. The university campus is located in London, a city of 340,000; located in Canada's economic heartland midway between Toronto and Detroit. With parks, tree-lined streets and bicycle trails, London is known as the "Forest City". London boasts an international airport, galleries, theatre, music and sporting events as well as expected of any large urban centre (see www.city.london.on.ca). Nominations or direct applications are sought until the position is filled. Please send a detailed curriculum vitae and a statement of research interests to: Dr. Michael Bauer, Chair, Computer Algebra/Computer Vision CRC Nomination Committee, Department of Computer Science, Middlesex College Building, The University of Western Ontario, London Ontario, Canada N6A 5B7. The successful candidate will be expected to participate in teaching at the undergraduate and graduate level and to maintain an ongoing program of independently funded research. As appropriate, assistance will be provided in helping to locate suitable spousal employment. The University of Western Ontario is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, aboriginal people and persons with disabilities.

■ **THE UNIVERSITY OF WINDSOR** invites applications for faculty positions in the School of Computer Science and a SHARCNET Chair in Distributed High Performance and Grid Computing commencing as early as July 1, 2003. Subject to budgetary approval. For detailed position descriptions visit our website at: www.uwindsor.ca/facultypositions. Contact: Dr. Richard Frost, Director, School of Computer Science, University of Windsor, Windsor, ON, N9B 3P4; Tel: 519.253.3000, Ext. 2990; Fax: 519.973.7093; Email: garabon@uwindsor.ca. For information on the University of Windsor or the City of Windsor, contact Dr. Janice Drakich, Director, Faculty Recruitment at 877-665-6608 (toll free) or recruit@uwindsor.ca.

CRIMINOLOGY

■ **SAINT MARY'S UNIVERSITY** — Applications are invited for a new tenure-track appointment at the Assistant Professor level commencing July 1, 2003. The Department is seeking a candidate with a strong record of research and teaching in Criminology. Applications will be considered for all areas of specialization within this field. Candidates should have a PhD or be near completion. The Department offers an undergraduate degree in Criminology as well as a Masters Degree in Criminology and a Criminology Graduate Diploma. The successful candidate will be expected to teach courses at both the graduate and undergraduate level in the Criminology program, and help develop the program. Saint Mary's is uniquely committed to service to the local, regional, national and international communities, a commitment which it realizes through outreach activities, community-based research programs, and contributions to life-long learning. The Department is particularly interested in candidates who can contribute to the development of new community-based research partnerships and take full advantage of new federal funding programs that support such partnerships as well as those who can contribute to the greater internationalization of the Saint Mary's curriculum as a way of engaging global issues and of preparing students to live and work in a global environment. Applicants are asked to submit a curriculum vitae, an example of recent published work, a teaching dossier, and the names, addresses and contact numbers for three referees. Application packages should be sent directly to the Hiring Committee Chairperson, Dr. Sandra Bell, Department of Sociology and Criminology, Saint Mary's University Halifax, Nova Scotia, B3H 3C3. Applicants are responsible for ensuring that their files, including letters of reference, are complete. The deadline for completed applications is April 15, 2003. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Saint Mary's University is committed to the principles of employment equity. This position is subject to final budgetary approval.

CRIMINOLOGY & CRIMINAL JUSTICE

■ **CARLETON UNIVERSITY** — Subject to budgetary approval, the Institute of Criminology and Criminal Justice, Faculty of Public Affairs and Management, Carleton University, invites applications for a limited one year term appointment at the rank of Instructor. The position is available July 1, 2003. Candidates should normally hold a degree in criminology, law, psychology or sociology and have administrative experience with criminal justice agencies or institutions. The position requires the organization and supervision of undergraduate field placements with such agencies and institutions, as well as the teaching of a seminar that integrates theoretical materials with reflections on the placement experience. The ability to contribute to the teaching of the criminology research methods course is an additional asset. All qualified candidates are encouraged to apply. The applications of Canadians and Permanent Residents will be given priority. Carleton University is committed to equality of employment for women, aboriginal peoples, visible minorities and persons with disabilities. Persons from these groups are encouraged to apply. Applicants are requested to forward a letter of application, their curriculum vitae, and detailed contact information by April 25, 2003 to: Professor Barry Wright, Director, c/o Sandra Rochon, Administrator, Institute of Criminology and Criminal Justice, Carleton University, 1125 Colonel By Drive, Ottawa, Ontario, K1S 5B6, Email: sandy_rochon@carleton.ca.

DENTISTRY

■ **MCGILL UNIVERSITY** — The Faculty of Dentistry is seeking a candidate with research experience in developmental and/or cell biology for a tenure-track appointment. In particular, applicants working in the areas of epithelial and connective tissue biology of oral tissues are encouraged to apply. Depending on the area of expertise of the successful applicant, the candidate may also be jointly appointed to an appropriate a department in the Faculty of Medicine. McGill is rapidly expanding in all areas of cell biology, and is creating additional major infrastructure facilities for nanoscience and nanobiology, including the Montreal Genomics and Proteomics Centre, the Centre for Biosensors and Biochips, and the Centre for Bone and Periodontal Research. Collectively, these initiatives provide an exciting interdisciplinary environment for learning and research. Successful candidates will be strong teachers and outstanding researchers, with a proven record of achievement. They will develop independent research programs, attract external funding and contribute to the biomedical research efforts across the University. Applicants may be eligible for a five-year Quebec provincial tax holiday. Candidates should submit 1) a full curriculum vitae, 2) a statement of research interests, goals and plans, 3) a short statement of teaching interests and philosophy, and 4) the names and addresses of at least three referees (and arrange for the letters of reference to be sent) to: Dr. Marc D. McKee, Chair, Search Committee, Strathcona Bldg, Rm. M43, McGill University, 3640 University Street, Montreal, QC, Canada H3A 2B2, marc.mckee@mcgill.ca. McGill University is committed to equity in employment. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.

DISEASE CONTROL

■ **THE UNIVERSITY OF BRITISH COLUMBIA** — BC Centre for Disease Control and UBC Centre for Disease Control is British Columbia's Centre of Excellence for the prevention, detection and control of communicable disease, and a provider of specialty health support and resource services. We are looking for a Key Physician (MD) to join us in our STD clinic [illegible]n. You will le[illegible]ndent team [illegible]ility to analyz[illegible] and develop and implement solutions through facilitation and consensus building. The annual minimum salary range for this position, in keeping with recently announced increase, is $150,000 to $187,000. You should possess specialist certification in Internal Medicine (with specific competence in Infectious Diseases), Obstetrics/Gynecology, Community Medicine, or related areas. Applicants must be registered or eligible to register with the College of Physicians and Surgeons of BC. Excellent computer skills, proficiency in clinical medicine, sound communication skills and experience in Infectious Disease, STD's, HIV/AIDS, Public Health or reproductive health are required. Additional training in epidemiology, infectious disease, public health or virology is an asset. This is a grant tenure track position with UBC's Department of Medicine, Faculty of Medicine to be appointed preferably at the level of assistant professor or above. You will participate in teaching programs (including graduate student and resident supervision), administrative tasks (including committee work) and research, manage TB patients and be part of an expanding common clinical public health staff in the Centre. Proportion of time spent on academic activities will be mutually agreed upon by the University, the successful candidate and the BCCDC. The anticipated start date is July 1st, 2003. Salary and rank will be commensurate with experience and qualifications. Demonstrate your interest by submitting your covering letter, resume, names and addresses of three referees by e-mail to Dr. M. L. Rekart, Director, STD/AIDS Control, BC Centre for Disease Control, 655 West 12th Avenue, Vancouver, BC, Canada V5Z 4R4, Email submissions: michael.rekart@bccdc.ca, by fax to 604-660-6066 or mail to the Manager Human Resources, 655 West 12th Avenue, Vancouver V5Z 4R4. Visit our web site at www.bccdc.org. The deadline date for application is May 1, 2003. UBC and BCCDC hse on the basis of merit and is committed to employment equity. We encourage all qualified persons to apply, however, Canadian and permanent residents will be given priority.

CANCELLED

DRAMATIC ART

■ **THE UNIVERSITY OF WINDSOR** invites applications for one tenure-track position in the area of Lighting Design and one limited-term position in the area of Acting in the School of Dramatic Art commencing as early as July 1, 2003. Subject to budgetary approval. For detailed position descriptions visit our website at: www.uwindsor.ca/facultypositions. Contact: Prof. Lionel Walsh, Director, School of Dramatic Art, University of Windsor, Windsor, ON, N9B 3P4; Tel: 519.253.3000, Ext. 2805; Fax: 519 971-3629; Email: walsha@uwindsor.ca. For information on the University of Windsor or the City of Windsor, contact Dr. Janice Drakich, Director, Faculty Recruitment at 877-665-6608 (toll free) or recruit@uwindsor.ca.

ECONOMICS

■ **THE UNIVERSITY OF NEW BRUNSWICK IN SAINT JOHN** invites applications for a 9-month term position in Economics. The appointment will commence August 1, 2003. Candidates must be committed to teaching excellence. The successful candidate will be expected to teach introductory microeconomics, introductory macroeconomics, and courses in the candidate's field of specialization. Appointments will be made subject to budgetary approval at the Lecturer or Assistant Professor Level. PhD or near completion is required. Applications and the names of three referees should be sent to Dr. Robert MacKinnon, Dean of Arts, University of New Brunswick, PO Box 5050, Saint John, NB, E2L 4L5, or faxed to (506) 648-5611. The closing date for applications is April 1, 2003. Questions concerning this position may be directed to Dr. Rod Hill, Department of Social Science at rhill@unbsj.ca.

UNBC

College of Science & Management

Assistant or Associate Professor, Mathematics & Computer Science Program

Tenure Track

The University of Northern British Columbia invites applications for two or more tenure-track Assistant or Associate Professor positions in Computer Science, with an expected start date of July 1, 2003, subject to budgetary approval. Candidates in all areas of research will be considered, however, priority will be given to individuals with expertise in core areas of computer systems and software. Areas of particular interest include: computer networks and security; wireless and mobile computing; multimedia; computer graphics and data visualization; human-computer interfaces; bioinformatics; and hardware architecture. Qualifications for Assistant Professor include a PhD in Computer Science or a closely related field (or imminent completion of degree), evidence of strong research potential, and ability to teach effectively at undergraduate and graduate levels. Candidates for Associate Professor should also have a strong record of research, teaching, and external funding. Experience in software development projects and demonstrated interest in collaboration with industry are desirable.

The UNBC Computer Science program has been growing rapidly since its start in 1994. The provincial government is funding a substantial expansion of faculty and facilities over the next three years. There is a strong undergraduate program and a developing graduate studies program. Current faculty research areas include artificial intelligence, software engineering, parallel and distributed computing, databases, real-time systems, and computational mathematics. The department has its own computing facilities, based on Sun/Solaris equipment and supported by a full-time systems administrator, and access to the university's computing resources, including a $1.5M high-performance computing facility.

UNBC's core campus is located in Prince George, a city of 70,000 people in the heart of British Columbia. Prince George provides easy access to world-class outdoor recreation: canoeing, hiking, mountain biking, skiing, camping, and fishing are all in close proximity to the city centre. On a clear day, the foothills of the majestic Rocky Mountains are visible from the University and both students and faculty enjoy the more than 50km of trails that criss-cross the natural environment around campus. The community is very supportive of family-oriented activities, and has a strong cultural life, including a modern art gallery and an active symphony orchestra.

Please forward a letter of application, a statement of research and teaching interests, your curriculum vitae and the names and addresses of three references (including telephone, fax numbers and email addresses), quoting **Competition #FAMC04-03B** to: **Dr. Deborah Poff, Vice President Academic & Provost, University of Northern British Columbia, 3333 University Way, Prince George, BC, V2N 4Z9. Fax: (250) 960-7300.** Please direct inquiries to **Dr. Jernej Polajnar, Mathematics and Computer Science Program, at (250) 960-6624. Fax: (250) 960-5544 (attention: CS Selection Committee) or Email: cs-search@unbc.ca.** Applications received before **March 31, 2003** will receive full consideration, however applications will be accepted until the positions are filled.

For more information, visit our Web site: **www.unbc.ca**

All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Northern British Columbia is committed to employment equity and encourages applications from women, aboriginal peoples, persons with disabilities and members of visible minorities.

UNIVERSITY OF NORTHERN BRITISH COLUMBIA www.UNBC.ca

Canada Research Chair (Tier I) Nitrogen Management in Agroecosystems

The Departments of Land Resource Science and Plant Agriculture, University of Guelph are seeking an outstanding individual to be nominated for a Canada Research Chair (Tier I) related to Nitrogen Management in Agroecosystems. The successful candidate will be an established researcher who is internationally recognized as a leader in studies of soil/plant nitrogen dynamics and who has demonstrated superior capabilities in developing collaborative research programs. The successful candidate will hold a joint appointment in Land Resource Science and Plant Agriculture, and be housed in one or both of the departments. He/she will establish a strong, well-funded research program, and advise a significant number of graduate students. Accordingly, this position will have a reduced undergraduate teaching load. The candidate will be expected to develop innovative collaborative research programs in areas such as: transformation and transport of N in pedologic, groundwater, atmospheric or biological systems; development of management recommendations to enhance profitability in crop production and minimize environmental impacts on N on water quality and greenhouse gas emissions; modeling the fate of applied fertilizer, manure and sewage sludge N in agroecosystems, and, absorption and utilization of N by crop plants. These departments are developing a major new initiative on environmentally sustainable production of bio-based products in the emerging life sciences economy; the candidate will be expected to contribute research in this context.

The Canada Research Chair (CRC) program was established by the Government of Canada to enable Canadian universities to achieve the highest levels of research excellence in the global, knowledge-based economy. See www.chairs.gc.ca. Tier 1 Chair candidates are expected to be world leaders in research in their field. The University of Guelph's Strategic Research Plan is available at http://www.uoguelph.ca/research/programs/crc/

The University of Guelph is renowned for its strengths in agricultural, environmental and life sciences and is among the most research-intensive universities in Canada. The University offers a quality lifestyle and excellent career growth opportunities. Guelph is located in a region of intensive agriculture where the environmental impacts of agriculture, particularly on soil, air and water resources, are critical current issues. Research related to N in agroecosystems is emphasized in the Departments of Land Resource Science and Plant Agriculture with complementary research being conducted in several other departments. The Department of Land Resource Science has 19 faculty and 55 graduate students, the Department of Plant Agriculture has 50 faculty and 88 graduate students. Together these departments are planning the construction of major new research facilities. Additional information on the departments can be found at http://www.uoguelph.ca/lrs/ and http://www.uoguelph.ca/plant/

An application, with detailed statement of interests including potential research plans, a full resume, and the names of three persons who may be contacted for references should be submitted by **April 15, 2003** to **Dr. S.G. Hills, Chair, Land Resource Science, University of Guelph, Guelph, Ontario, Canada N1G 2W1.** Email: shills@lrs.uoguelph.ca, fax: (519) 824-5730. All CRC appointments are subject to review and final approval by the CRC Secretariat in Ottawa. Our objective is to select a suitable candidate by the summer of 2003, the position will be available once approval is received from the Secretariat.

The University of Guelph is committed to an employment equity program that includes special measures to achieve diversity among its faculty and staff. We therefore particularly encourage applications from qualified aboriginal Canadians, persons with disabilities, members of visible minorities and women.

UNIVERSITY of GUELPH

CAREERS CARRIÈRES

All qualified candidates are encouraged to apply, however, Canadians and permanent residents will be given priority. Applicants should indicate current citizenship status. The University of New Brunswick is committed to the principle of employment equity.

■ **THE UNIVERSITY OF WINDSOR** invites applications for a tenure-track position in the Department of Economics commencing as early as July 1, 2003. Subject to Budgetary Approval. For a detailed position description visit our website at: www.uwindsor.ca/facultypositions. Contact: Dr. Ralph Kolinski, Head, Economics, University of Windsor, Windsor, ON, N9B 3P4; Tel: 519.253.3000, Ext. 2368; Fax 519.973.7096; Email, kolinski@uwindsor.ca. For information on the University of Windsor or the City of Windsor, contact Dr Janice Deakich, Director, Faculty Recruitment at 877-665-6608 (toll free) or recruit@uwindsor.ca.

EDUCATION

■ **THE UNIVERSITY OF VICTORIA** — The Faculty of Education seeks applicants for a tenure track appointment at the level of Assistant Professor in First Nations teacher education. Desirable candidates will have some or all of the following qualifications: Masters or PhD degree in Education or related field; First Nations ancestry, with knowledge and experience of West Coast indigenous culture and traditions; K–12 teaching experience preferred; expertise in one or more of the content areas of K–12 education; active involvement in First Nations education; demonstrated ability to interact constructively with faculty, students, and the First Nations community. Responsibilities for this position include: teaching in an area of the current Faculty of Education teacher education programs (Note: Candidates should indicate in their applications those areas in which they are prepared to teach); developing senior level undergraduate courses in the area of First Nations education; advising other members of faculty on the development of appropriate First Nations content and teaching/learning processes to be included in the undergraduate and graduate level courses in the Faculty; participating in the recruitment and retention of First Nations students; working with graduate students doing research in the area of First Nations education; providing ongoing consultation with educational agencies and First Nations communities to facilitate constructive relationships with the Faculty. In accordance with the University's Equity Program and section 42 of the BC Human Rights Code, consideration for this position will be limited to First Nations peoples. The University of Victoria is an equity employer and candidates are requested to self-identify. Applications, which should include a curriculum vitae and the names of at least three referees, should be received no later than April 15th, 2003. Fax or send applications to: Dr. Budd Hall, Dean, Faculty of Education, University of Victoria, PO Box 3010, Victoria, BC, V8W 3N4. Phone: 250-721-7757, Fax: 250-721-7767, Internet: http://www.educ.uvic.ca/.

■ **THE UNIVERSITY OF SASKATCHEWAN** — The College of Education invites applications for approximately ten College Supervisor positions during the Fall term of the 2003–2004 academic year. Successful candidates will be assigned to supervise interns placed in schools throughout the province and to conduct seminars for interns and their cooperating teachers. Candidates must have the following minimum qualifications: successful K–12 teaching experience and a valid Saskatchewan teaching certificate or eligibility for such; B.Ed. degree or equivalent, preferably a M.Ed. degree, plus extensive experience in intern supervision; proven ability to work with administrators, teachers, student teachers and interns; willingness and ability to travel to and stay overnight in remote areas during the week. Salary and rank will be commensurate with qualifications and experience. All appointments are subject to budgetary approval. These are fulltime term positions from August 1, 2003 through December 31, 2003. Candidates should submit a covering letter, curriculum vitae, and the names of three references to: Dr. R. O. Fram, Assistant Dean, College of Education, University of Saskatchewan, 28 Campus Drive, Saskatoon, Saskatchewan, S7N 0X1 Canada. Deadline for applications is April 15, 2003. Candidates will likely not be informed of appointments until June, 2003. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University is committed to Employment Equity. Members of Designated Groups (women, aboriginal people, people with disabilities, and visible minorities) are encouraged to self-identify on their applications.

EDUCATIONAL PSYCHOLOGY

■ **THE UNIVERSITY OF ALBERTA** — The Department of Educational Psychology invites applications for a full time tenure track position in the area of Deafness Studies — Education effective July 1, 2003. The appointment normally will be made at the Assistant Professor level, with a salary commensurate with this level. The successful candidate will be part of an exciting Masters level program that trains teachers to work with D/deaf and hard of hearing students situated in a variety of educational environments in Canada. The Program also provides Masters level programs for students who have undergraduate degrees in fields related to deafness (social work, linguistics, speech therapy, etc). The candidate should support a philosophy of education that encourages diversity in order to meet the different needs of D/deaf and hard of hearing students. The candidate should be a trained teacher of the deaf and have a PhD in a field related to the study of deafness, a beginning record of publications, and scholarly presentations. Teaching experience is necessary, as is evidence of a strong commitment to education, scholarly research and publication. Advanced knowledge of American Sign Language and administrative experience would be an asset. The Department is interested in candidates who can link their research and teaching to other areas of interest in the Department and/or Faculty (assessment, inclusive education, special needs, literacy, technology in teaching, teaching English as a second language, learning, development, counseling, instructional psychology, qualitative research). The successful candidate will be responsible for the development and delivery of courses at both the undergraduate and graduate levels and for carrying out administrative duties in the program. The candidate will also supervise graduate students and provide service to and maintain contacts with the D/deaf and hard of hearing communities. The successful candidate will also work closely with Post-Doctoral students in the Peikoff Chair of Deafness Studies. The Department has a well-established track record for advocacy, and research interests include literacy, sign language interpreting, early intervention (universal newborn hearing screening) and international work in Uganda, Zimbabwe and Ukraine. Closing date for this competition is April 15, 2003. Candidates should send a letter of application, a complete CV, a recent article and the names of three referees to Dr. Linda McDonald, Chair, Department of Educational Psychology, University of Alberta, Edmonton, Alberta, Canada T6G 2E5. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. If suitable Canadian citizens or permanent residents cannot be found, other individuals will be considered. The University of Alberta hires on the basis of merit. We are committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons.

ENGINEERING

■ **SIMON FRASER UNIVERSITY** — The Faculty of Applied Sciences invites applications for a Tier II Canada Research Chair (CRC) in Biomedical Engineering. This position will be a joint appointment between the School of Engineering Science and the School of Kinesiology. Applicants are expected to have an outstanding and innovative research program, a strong commitment to excellence in research and teaching, and a strong record of publication, research funding, and student supervision and instruction. Preference will be given to candidates with a first degree in engineering. CRC Tier II appointments will normally be made at the tenure track Associate professor level. Chairholders receive a highly competitive salary. Additional information about the CRC program can be found at http://www.chairs-gc.ca. Simon Fraser University is consistently one of the top-ranked universities in Canada. The Faculty of Applied Sciences has made a commitment to develop a new Biomedical Engineering Program which will build upon existing strengths in biomedical engineering in the Schools of Kinesiology (see http://fas.sfu.ca/kin) and Engineering Science (see www.ensc.sfu.ca). Furthermore, the School of Engineering is at the outset of a phase of strong growth, which will involve nearly doubling the number of faculty and students over the next four years. The candidate will be expected to help spearhead the development of a new Center for Biomedical Engineering which will encourage interdisciplinary research and build upon existing strengths at Simon Fraser University in areas such as (but not limited to) engineering for independent living (assistive and health monitoring devices), gerontology, neuroprosthetics, physiological systems, rehabilitation engineering and robotics. Simon Fraser University is situated on Burnaby Mountain in greater Vancouver. Vancouver thrives as a scenic waterfront city located just minutes away from the mountains and a wide range of outdoor activities. Vancouver's cultural events, skiing, boating, hiking, mild West Coast climate, and clean, safe environment make it one of the most desirable places in the world to live and work. Simon Fraser University is committed to employment equity. All qualified candidates are encouraged to apply, although Canadian citizens and Permanent Residents will be given priority consideration. Applications will be accepted until March 31, 2003, or until the position is filled. Applicants should send a letter summarizing research contributions and future plans, CV, copies of three journal articles that are most representative of the applicant's research, and the names and contact information of six referees to: Biomedical CRC Search, School of Engineering Science, Simon Fraser University, 8888 University Drive, Burnaby, B.C. Canada V5A 1S6, Email: biomedcrc@ensc.sfu.ca.

■ **THE UNIVERSITY OF SASKATCHEWAN** — The Department of Electrical Engineering invites applications for a tenure track faculty position at the Assistant Professor level in the area of computer engineering specialized in one of the following: microcontrollers, microcomputer hardware, device level software, real-time operating systems, DSP processors and multi-media technology. The successful candidate is expected to take a strong leadership role in the development of an active research program and be involved in teaching and developing undergraduate and graduate courses. Candidates should hold an earned PhD degree and have demonstrated teaching capability. Excellent facilities and programs exist for research in communication systems, electric power systems, electronics devices and computer systems. The department currently has approximately 200 undergraduate and 80 graduate students and offers B.Sc., M.Eng., M.Sc. and PhD degrees. An open and collegial environment exists amongst the students and faculty. The department is highly ranked within North America (see http://www3.bc.sympatico.ca/Info/ee-prog.htm). The Electronic and Computer Systems Research Group has excellent facilities to support research and teaching, and has close ties with industry through Telecommunication Research Laboratories (see www.triabs.ca). Research opportunities exist at the Canada's national synchrotron facility of Canadian Light Source Inc. (see http://www.clsi.ca) currently under construction on campus. Applications with complete curriculum vitae, names of three references and a statement of teaching and research interests should be addressed to Dr. K. Takaya (eesearch@engr.usask.ca). Head, Department of Electrical Engineering, 57 Campus Drive, University of Saskatchewan, Saskatoon, Saskatchewan, Canada, S7N 5A9. Applications should be received by March 31, 2003. All qualified candidates are encouraged to apply, however, Canadian and permanent residents of Canada will be given priority. The University of Saskatchewan is committed to Employment Equity. Members of Designated Groups (women, aboriginal people, people with disabilities and visible minorities) are encouraged to self-identify on their applications.

■ **THE UNIVERSITY OF GUELPH** — We invite applications for a full-time, tenure-track position in the School of Engineering. The intention is to appoint at the Assistant Professor level. The position has been created as part of an NSERC Chair in Environmental Design Engineering which includes the development of an Urban Systems Environmental Design (USED) Centre. The mandate of the Design Chair, the USED Centre and the new position is to advance Environmental Design Engineering education and capabilities. The environmental challenges of community of Guelph are being brought into the undergraduate and graduate curriculum making the community a living, dynamic design lab. The community of Guelph has a population of approximately 100,000, a significant manufacturing and industrial base, the University, three large hospitals, and new and old subdivisions. Advance capabilities will focus on the development of design tools that support progress towards environmental sustainability across the entire community in an integrated manner. The initial focus of the USED Centre is on reduction of greenhouse gas emissions and on water quantity/quality issues. Applicants are to have a PhD degree in Engineering, be a Professional Engineer (or qualified and prepared to become a registered Professional Engineer), have experience in engineering design, and have expertise in the environmental dimension of their engineering field. All fields will be considered, however, preference will be given to candidates that can demonstrate design experience in reducing greenhouse gas emissions, reducing water consumption, improving water quality for a manufacturing oriented urban community. The successful applicant is expected to participate in the USED Centre, to establish a strong research program in environmental design engineering, to teach both graduate and undergraduate courses, and to advise graduate students (M.Eng., M.Sc., and PhD). The School of Engineering has 22 faculty, 15 staff, approximately 650 undergraduate students (31% of whom are female) and more than 100 graduate students. It currently offers CEAB accredited programs in Biological, Environmental, Systems and Computing, and Water Resources Engineering. The University is renowned for its strength in environmental and biological science, being among the most research-intensive universities in Canada, with scholarly research funded by grants and contracts of about $106 million annually. The University offers a quality life style with excellent career growth opportunities. It dates back to 1874 and has an enrolment of over 15,000 full-time undergraduate and graduate students. It remains small enough to foster a friendly and informal atmosphere, yet is large enough to offer the diversity and challenge of a much larger university. Application Deadline: April 15, 2003 or until a suitable candidate is found. The University of Guelph is committed to an employment equity program that includes special measures to achieve diversity among its faculty and staff. We therefore particularly encourage applications from qualified aboriginal Canadians; persons with disabilities, members of visible minorities, and women. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Applications (including a CV, a statement of how your skills and experience will support the goals of the USED Centre, and the names and addresses of three referees) should be submitted to: Dr. Lambert Otten, P.Eng, Director, School of Engineering, University of Guelph, Guelph, ON N1G 2W1, Email: lotten@uoguelph.ca, Fax: (519) 836-0227.

■ **THE UNIVERSITY OF GUELPH** — We invite applications for a full-time tenure-track position in our Engineering Systems and Computing program commencing September 1, 2003. The intent is to appoint at the Assistant Professor level, but candidates at the Associate Professor level will also be

UNBC

College of Arts, Social & Health Services

Instructor Position, First Nations Program (Full-time, Term)

The University of Northern British Columbia invites applications for a full-time Instructor for a one year term with an expected start date of July 1, 2003, subject to budgetary approval. UNBC is a small, modern, research intensive university with a strong mandate in First Nations Studies. Currently there are 3,500 students enrolled in more than 40 undergraduate and graduate degree programs.

The successful candidate will contribute to the First Nations Studies Program's mandate to foster an understanding of the diversity of Aboriginal peoples in Canada and internationally. Candidates should possess a Ph.D. or be near completion, and demonstrate a strong background in teaching and research in First Nations communities which complements the mandate of the Program. We are seeking applicants whose research and teaching expertise is in the area of First Nations literature, art and material culture, or issues. The successful candidate will be capable of teaching undergraduate and graduate courses. For more information about the First Nations Studies Program visit our website: www.unbc.ca/firstnations.

Please forward your curriculum vitae and the names and addresses of three references (including telephone, fax numbers and email addresses), quoting **competition #FAFN01-03B** to: **Dr. Deborah Poff, Vice President Academic & Provost, University of Northern British Columbia, 3333 University Way, Prince George, BC, V2N 4Z9. Fax: (250) 960-7300.** Please direct inquiries to **Perry Shawana, Chair, First Nations Studies Program, at (250) 960-5724 or e-mail: shawanap@unbc.ca.** Applications received before **April 15, 2003** will receive full consideration, however, applications will be accepted until the position is filled.

For more information, visit our Web site: **www.unbc.ca**

All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Northern British Columbia is committed to employment equity and encourages applications from women, aboriginal peoples, persons with disabilities and members of visible minorities.

UNIVERSITY OF NORTHERN BRITISH COLUMBIA www.UNBC.ca

Queen's UNIVERSITY

FACULTY OF HEALTH SCIENCES
SCHOOL OF REHABILITATION THERAPY

Tenure Stream Faculty Position

Applications are invited for a tenure stream faculty position, preferably at the Assistant Professor level, in the Occupational Therapy Program of the School of Rehabilitation Therapy, Faculty of Health Sciences, Queen's University. It is anticipated, pending budget approval, that the appointment will commence July 1, 2003. However, the start date is negotiable.

The successful candidate will be an occupational therapist with a doctoral degree in health sciences, social sciences or related discipline, who has a strong research background and the potential to establish an independent research program. Applications are encouraged from individuals who are eligible for registration with the College of Occupational Therapists of Ontario. Responsibilities for the position include teaching in both the entry-level and graduate programs and research.

The Occupational Therapy Program of the School of Rehabilitation Therapy currently consists of eight full time faculty members. The entry-level program emphasizes a thorough understanding of disability and occupation with a specific focus on preparing occupational therapists for practice in the community. The graduate program focuses on two fields: human motor performance and disability in the community. Salary will be commensurate with qualifications and experience.

All qualified candidates are encouraged to apply; however Canadians and Permanent Residents will be given priority. Academic staff at Queen's University are governed by a Collective Agreement between the Queen's University Faculty Association and the University, which is posted at www.queensu.ca/qufa. Queen's University is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, aboriginal people, persons with disabilities, gay men and lesbians.

Review of applications will commence on May 15, 2003 and continue until the position is filled. Please submit your application including a curriculum vitae and the name of three references to:

Sandra J. Olney, Ph.D.,
Associate Dean (Health Sciences), Chair, Search Committee, School of Rehabilitation Therapy,
Faculty of Health Sciences,
Queen's University, Kingston, Ontario, K7L 3N6
Telephone: 613-533-6102 Fax: 613-533-6776

www.queensu.ca

QUEEN'S UNIVERSITY, KINGSTON, ONTARIO

CAREERS CARRIÈRES

considered. Applicants should have a PhD degree in Electrical, Computer, Systems Engineering, or a related engineering field with demonstrated research interests in real-time embedded systems with biomedical or communication system application interests. The successful applicant is expected to establish a strong, externally funded research program and to teach both graduate and undergraduate courses in the school's engineering core program as well as the Engineering Systems and Computing stream. The applicant is also expected to supervise MSc, MEng and PhD students. Applicants must be a Professional Engineer or be qualified and prepared to become a registered Professional Engineer in the Province of Ontario. The School of Engineering has 22 faculty, 15 staff, approximately 660 undergraduate students (31% of whom are female) and more than 100 graduate students. It currently offers accredited undergraduate programs in Biological Engineering, Engineering Systems and Computing, Environmental Engineering and Water Resources Engineering. The University is renowned for its strength in environmental and biological science, being among the most research-intensive universities in Canada, with scholarly research funded by grants and contracts of about $106 million annually. The University offers a quality life style with excellent career growth opportunities. It dates back to 1874 and has an enrolment of over 15,000 full-time undergraduate and graduate students. It remains small enough to foster a friendly and informal atmosphere, yet is large enough to offer the diversity and challenge of a much larger university. Application Deadline: May 31, 2003 or until a suitable candidate is found. The University of Guelph is committed to an employment equity program that includes special measures to achieve diversity among its faculty and staff. We therefore particularly encourage applications from qualified aboriginal Canadians, persons with disabilities and permanent resident members of visible minorities, and women. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. Applications (including a CV and the names and addresses of three referees) should be submitted to: Dr. Lambert Otten, P.Eng., Director and Professor, School of Engineering, University of Guelph, Guelph, ON N1G 2W1. Email: lotten@uoguelph.ca, Fax: (519) 836-0227

■ **THE UNIVERSITY OF WATERLOO** — The Software Engineering Board invites applications for a five-year, definite-term position at the rank of Lecturer, with the possibility of the appointment being converted to a permanent position. A candidate must possess a graduate degree in Software Engineering, Computer Science or Computer Engineering, and must be willing to seek Ontario registration as a Professional Engineer. The candidate must also demonstrate an aptitude for outstanding teaching in software engineering or related area. Industrial experience is desirable. This position is immediately available. Applications will be considered until the position is filled. Software Engineering is a new and distinctive professional, undergraduate program at Waterloo, jointly established by the Departments of Computer Science and Electrical and Computer Engineering. Our undergraduate programs attract some of the best students in the country. Excellent offices, laboratories, and computing facilities, and attentive support staff provide for a productive work environment. The successful applicant will be expected to support the new software engineering program. Primary duties include teaching, academic advising, managing labs and study groups, and helping to promote the program. There will be some administrative responsibilities. Scholarly activities, such as professional development and/or participation in research, are also expected. All qualified candidates are encouraged to apply; however Canadians and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals including women and members of visible minorities, native peoples, and persons with disabilities. Interested candidates are invited to submit a detailed curriculum vitae, statement of career objectives, and the names and e-mail addresses of three references. Supporting letters should indicate the applicant's range of teaching interests, expertise and experience. Please direct applications to: Dr. Joanne Atlee, Director of Software Engineering, University of Waterloo, Waterloo, Ontario Canada N2L 3G1 (se-director@uwaterloo.ca). Candidates should ask those named as references to direct supporting letters to the same address. This appointment is subject to the availability of funds.

■ **THE UNIVERSITY OF WATERLOO** — Applications are invited for a tenure-track faculty position at the rank of Assistant or Associate Professor. The candidates should possess a PhD in engineering and be able to demonstrate strong abilities in both teaching and research. We are seeking candidates whose research activities connect to a new program in Mechatronics Engineering at the University of Waterloo. Desirable areas of research include mechatronics, robotics, MEMS, intelligent systems, human-machine interfaces, software engineering, systems theory and modelling, signal processing, decision support systems, and biomechatronics. The successful candidate will be interested in teaching undergraduate courses in electrical circuits and mechanical dynamics, as well as other undergraduate and graduate engineering courses. Industrial experience and eligibility for registration in a Professional Engineering Association are highly desirable. The successful candidate will be expected to teach both undergraduate and graduate courses, supervise graduate students, and maintain and further develop their research program. Additional information on the University and the Department and its activities can be found at http://www.uwaterloo.ca/. Applications should be forwarded to Mrs. V. Grieve, Administrative Assistant, Department of Systems Design Engineering, University of Waterloo, Waterloo, Ontario, Canada, N2L 3G1, or by email to vgrieve@engmail.uwaterloo.ca. Please format your CV in accordance with the instructions provided at http://sydawww.uwaterloo.ca/. The closing date for applications is March 31, 2003. All qualified candidates are encouraged to apply; however Canadian citizens and Permanent Residents will be given priority. The University of Waterloo encourages applications from all qualified individuals including women and members of visible minorities, native peoples, and persons with disabilities. Interested candidates are invited to submit a detailed curriculum vitae, statement of career objectives, and the names and e-mail addresses of three references. Supporting letters should indicate the applicant's range of teaching interests, expertise and experience. Please direct applications to: Dr. Joanne Atlee, Director of Software Engineering, University of Waterloo, Waterloo, Ontario Canada N2L 3G1 (se-director@uwaterloo.ca). Candidates should ask those named as references to direct supporting letters to the same address. This appointment is subject to the availability of funds.

■ **THE UNIVERSITY OF WATERLOO** — The Department of Electrical and Computer Engineering invites applications for several tenured or tenure-track positions in the engineering of dependable, distributed or embedded hardware and software systems. The Department seeks applicants with leadership, vision, and strong records of research accomplishments. Appointments will be made at the Full or Associate Professor levels, but exceptional applicants early in their careers may be considered for appointment at the level of Assistant Professor. Applicants should have earned a doctoral degree in Computer Engineering, Software Engineering, Electrical Engineering, Computer Science, or a closely related discipline. All applicants must have a strong commitment to research and teaching. Eligibility for registration as a Professional Engineer is desirable. The Department currently has more than 60 faculty members. The graduate programs attract outstanding Canadian and international applicants, with an enrolment of more than 250 research Master and PhD students. The undergraduate programs in Computer Engineering, Electrical Engineering and Software Engineering (which is offered jointly with the School of Computer Science) draw the top students from across Canada. The Department offers an outstanding research environment with research laboratories in software systems and engineering, digital hardware design and verification, and other E&CE areas ranging from wireless communications to microelectromechanical systems. Researchers benefit from close connections with the many high-technology companies in the Waterloo area and from the intellectual property policy of the University, which vests the rights with the inventor. Salaries will be competitive and will be determined according to the successful applicants' accomplishments, experience and qualifications. The University of Waterloo is located in the attractive two-university community of Kitchener-Waterloo (population of 300,000) in southwestern Ontario. The city of Toronto is within easy driving distance, as are the many recreational opportunities offered by the Great Lakes and Provincial Parks. Interested Candidates should send a curriculum vita, a statement of research and teaching interests, and the names of at least three references to: Professor Sherman Shen, Coordinator, Faculty Search Committee, Department of Electrical and Computer Engineering, University of Waterloo, Waterloo, Ontario, Canada N2L 3G1. All qualified candidates are encouraged to apply; however Canadian citizens and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. These appointments are subject to availability of funds.

■ **THE UNIVERSITY OF WATERLOO** — The Department of Mechanical Engineering invites applications for a tenure track position, in connection with its new Center for Intelligent Mechatronics and Materials Systems (IMEMS), at the rank of Assistant or Associate Professor. The successful applicant will be expected to take part in IMEMS activities, and to develop a strong and independent research program in areas of interest to the Center, in particular in Smart Materials and/or MEMS. The successful candidate will also be expected to teach courses in the coop undergraduate program, and to make a major contribution to the graduate program in Mechatronics Engineering, including development of new graduate courses and supervision of graduate students. The University of Waterloo is committed to a significant thrust in Mechatronics in the Department of Mechanical Engineering. This thrust includes the establishment of an undergraduate degree program in Mechatronics Engineering, and the establishment of a Tier 1 Canada Research Chair position in IMEMS. Applicants must hold a PhD in mechanical, electrical, computer or a related engineering discipline, and have relevant experience, potential or proven ability for excellence in research and teaching, excellent communication skills, and the willingness and ability to teach both undergraduate and graduate courses in Mechatronics Engineering. It is anticipated that the appointment will begin in July of 2003 or as soon as possible thereafter. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and people with disabilities. All candidates will be requested to apply for professional registration with the Professional Engineers of Ontario at the appropriate time. The salary will be commensurate with qualifications and experience. Please send a curriculum vitae and a list of three references to: Professor G.E. Schneider, Department of Mechanical Engineering, University of Waterloo, Waterloo, Ontario, Canada N2L 3G1.

■ **THE UNIVERSITY OF WATERLOO** — An exciting and challenging opportunity exists for tenure-track positions at the University of Waterloo in support of a new initiative in Mechatronics Engineering. The University of Waterloo is committed to a significant thrust in Mechatronics in the Department of Mechanical Engineering including the establishment of an undergraduate degree program in Mechatronics Engineering. As part of this thrust, a significant capital expansion is underway, a Tier I Canada Research Chair in Intelligent Mechatronics and Materials Systems has been named, and a Centre in this area is being created. The Department of Mechanical Engineering, University of Waterloo is seeking qualified applicants in Mechatronics Engineering, Mechanical Engineering, or closely related disciplines. This search is part of an ongoing effort to launch the Mechatronics Engineering program, representing an increase in annual intake of 100 students. Candidates will be considered at all professorial levels. Experience is desirable in the modeling and design of electro-mechanical systems, sensors and instrumentation, intelligent systems, MEMS, smart materials, or related areas. However, candidates from other areas will also be considered. Duties will include teaching of undergraduate and graduate courses in a Cooperative Education Program, supervising graduate students, and undertaking an active research program. Applicants must hold a PhD and have relevant experience, potential or proven ability for excellence in teaching, and excellent communication skills. Interested applicants should send their full curriculum vitae, a concise vision statement, and the names of three references to: Dr. G. Schneider, Chair, Department of Mechanical Engineering, University of Waterloo, Waterloo, Ontario, Canada N2L 3G1, Fax: (519) 888-6197. Applications will be accepted until suitable candidates are found. All candidates will be requested to apply for professional registration with the Professional Engineers of Ontario at the appropriate time. The salary will be commensurate with qualifications and experience. All qualified candidates are encouraged to apply, however Canadians and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples and persons with disabilities. Appointments are subject to the availability of funds.

■ **THE UNIVERSITY OF WATERLOO** — The Department of Mechanical Engineering invites applications for a faculty position at the Assistant, Associate or Full Professor rank. Duties will include teaching of undergraduate and graduate courses in a Cooperative Education Program, supervising graduate students, and undertaking an active research program. Experience in analytical, numerical, and experimental fatigue analysis is required. The successful applicant will have access to outstanding numerical and experimental facilities, and will join an internationally recognized research group, in the area of fatigue analysis. Strength in undergraduate design project supervision and in the teaching of mechanical design would be an asset. Applicants must hold a PhD in Mechanical Engineering and have relevant experience, potential or proven ability for excellence in teaching, excellent communication skills, and the willingness and ability to teach both undergraduate and graduate courses in Mechanical Engineering. It is anticipated that the appointment will begin in September of 2003 or as soon as possible thereafter. The University encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and peoples with disabilities. All qualified candidates are encouraged to apply; however Canadian citizens and permanent residents will be given priority. All candidates will be requested to apply for professional registration with the Professional Engineers of Ontario at the appropriate time. The salary will be commensurate with qualifications and experience. Please send a curriculum vitae and a list of three referees to: Professor G.E. Schneider, Department of Mechanical Engineering, University of Waterloo, Waterloo, Ontario, Canada N2L 3G1. Appointments are subject to the availability of funds.

■ **THE UNIVERSITY OF WATERLOO** — The Department of Mechanical Engineering invites applications for a tenure track position in the area of thermo-fluids aspects of fire modeling at the Assistant or Associate Professor rank. Duties will include teaching of undergraduate and graduate courses in a Cooperative Education Program, supervising graduate students, and undertaking an active research program. This exciting opportunity is associated with a $5.6M grant from the Canada Foundation for Innovation, Ontario Innovation Trust and private sources in support of infrastructure for a new Live Fire Research Facility. It consists of a large burn room complete with wind generation capability, an ISO 9705 Single Room Fire Test and a large scale oxygen depletion calorimeter area, and several smaller scale fire test systems. This world-class facility is designed to accommodate fire modelling and experimental research into fire dynamics and fire behaviour at all scales. Experience in fire science and engineering with demonstrated ability to develop a strong interdisciplinary research program and supervise graduate students in topics related to the modelling of fire behaviour, fire dynamics, and fire safety engineering and design is required. Experience in areas such as fire investigation, forensic engineering, or fire protection would be an asset. Applicants must hold a PhD in Mechanical Engineering or a field closely related to fire science and have relevant experience, potential or proven ability for excellence in teaching, excellent communication skills, and the willingness and ability to teach both undergraduate and graduate courses in Mechanical Engineering. This position is immediately available. All qualified candidates are encouraged to apply, however, Canadians and permanent residents will be given priority. The University encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and peoples with disabilities. All candidates will be requested to apply for professional registration with the Professional Engineers of Ontario at the appropriate time. The salary will be commensurate with qualifications and experience. Please send a curriculum vitae and a list of three referees to: Professor G.E. Schneider, Department of Mechanical Engineering, University of Waterloo, Waterloo, Ontario, Canada N2L 3G1. Appointments are subject to the availability of funds.

■ **THE UNIVERSITY OF WINDSOR** invites applications for faculty positions in the Department of Electrical and Computer Engineering in the areas of Electrical Machines/Power Electronics, Microelectronics Systems Design, Microelectromechanical Systems, Computer Engineering, and VLSI

TROIS POSTES DE PROFESSEURS, PROFESSEURS À L'ÉCOLE DE COMPTABILITÉ

L'école de comptabilité de la Faculté des sciences de l'administration désire combler trois postes de professeurs réguliers. L'École recrute deux types de candidats qui détiennent ou sont sur le point de détenir un Ph. D. ou une maîtrise.

> **QUALIFICATIONS REQUISES**

RECRUTEMENT AU NIVEAU DU PH. D.

Les personnes intéressées devraient détenir, ou être sur le point de détenir, un titre comptable (CA, CGA) et un doctorat en comptabilité

> **ENTRÉE EN FONCTION :** juin 2003

> **RECRUTEMENT AU NIVEAU DE LA MAÎTRISE**

L'entrée en fonction se ferait en juin 2005. D'ici cette date, les candidats retenus seraient engagés au titre de professeur suppléant (en juin 2003) et devraient, dès 2005, entreprendre une formation doctorale dont les coûts seraient assumés par l'Unité. Les candidats doivent détenir un titre comptable et doivent détenir ou être sur le point de détenir une maîtrise en comptabilité ou dans un champ connexe

> **POUR PLUS DE RENSEIGNEMENTS :** http://www.fsa.ulaval.ca/dept/ecolectb/

Faites parvenir votre curriculum vitæ, **au plus tard le 31 mars 2003**, à l'adresse suivante :

M. Jean-Marc Suret, Ph. D.
Directeur du département
École de comptabilité
Pavillon Palasis-Prince
Université Laval
Québec (Québec) G1K 7P4
Canada
Télécopieur : (418) 656-7746
Courriel : Jean-Marc.Suret@fsa.ulaval.ca

En vertu de son programme d'accès à l'égalité, l'Université Laval entend consacrer la moitié de ses postes vacants à l'engagement de femmes.

En accord avec les exigences du ministère de l'Immigration du Canada, cette offre est destinée en priorité aux citoyennes et citoyens canadiens et aux résidentes et résidents permanents du Canada.

www.ulaval.ca

UNIVERSITÉ LAVAL
Aujourd'hui Québec, demain le monde

Canada Research Chair, Mathematical Modeling
Acadia University, Wolfville, Nova Scotia

Acadia University invites applications for a Tier II Canada Research Chair in Mathematical Modelling. We are seeking an outstanding researcher who specializes in deterministic or stochastic modelling as applied to areas within Acadia's Institutional Research Plan. These include environmental or life sciences, systems analysis, industry, materials science, commerce or information science. At time of nomination, the University will collaborate with the Chair to submit an application to the Canadian Foundation for Innovation (www.innovation.ca) for additional infrastructure to support the Chair's research program. The successful candidate will have limited teaching responsibilities in the Department of Mathematics and Statistics, which has 12 faculty members and is developing a master's program in applied mathematics and statistics. Applications must include a curriculum vita and, in keeping with the Canada Research Chair guidelines, a detailed research proposal. Candidates should include the names, addresses, phone numbers, and e-mail addresses of three people providing letters of reference. The candidate should send the application and arrange to have three letters of reference sent to Dr. Cyrus MacLatchy, Dean, Faculty of Pure and Applied Science, Acadia University, Wolfville, NS, B4P 2R6. Tel: (902) 585-1472, Fax: (902) 585-1637, E-mail: cyrus.maclatchy@acadiau.ca. The search committee will begin its review of applications on 15 April 2003.

The Canada Research Chairs program was established by the Government of Canada to foster world-class research excellence at Universities. Six chairs have been awarded to Acadia to be filled over a period of approximately five years. The first three chairs include a Tier I Chair in Environmental Science, a Tier II Chair in Environmental Policy and a Tier II Chair in Materials Science. In accordance with the Canada Research Chairs Program Guide (www.chairs.gc.ca), each of the chairs will work in a strategic research area identified in Acadia's Institutional Research Plan available for public viewing at http://ace.acadiau.ca/science/irp/auirp.htm. Candidates for Tier I chairs must be acknowledged by their peers as world leaders in their respective research areas whereas candidates for Tier II chairs must be acknowledged to have the potential to become leaders in their field. Once selected by the University, Chairs are nominated to the Canada Research Chairs Selection Committee, which adjudicates all nominations on a national basis.

We thank all applicants in advance but advise that only those selected for an interview will be contacted. Acadia University reserves the right not to fill this position. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Acadia University is an equal opportunity employer.

ACADIA UNIVERSITY

You & Your CAUT Bulletin...
Do any of these statements describe you?

- ❑ I'm missing an issue.
- ❑ I stole this copy from a buddy.
- ❑ I want my own subscription.

YOU NEED TO CONTACT
Natalie Savard QUICK!
Tel: 613-820-2270
Fax: 613-820-7244
Email: savard@caut.ca

CAREERS CARRIÈRES

commencing as early as July 1, 2003. Subject to Budgetary Approval. For detailed position descriptions visit our website at: www.uwindsor.ca/facultypositions. Contact: Dr. Graham Reader, Dean, Faculty of Engineering, University of Windsor, Windsor, ON, N9B 3P4; Tel: 519.253.3000, Ext. 2566; Fax 519.971.3622; Email: appteng@uwindsor.ca. For information on the University of Windsor or the City of Windsor, contact Dr. Janice Drakich, Director, Faculty Recruitment at 877-665-6608 (toll free) or recruit@uwindsor.ca.

■ **THE UNIVERSITY OF WINDSOR** invites applications for tenure-track faculty positions in the Faculty of Engineering in the areas of Electrical and Computer Engineering, Industrial and Manufacturing Systems Engineering and Mechanical, Automotive and Materials Engineering commencing as early as July 1, 2003. Subject to Budgetary Approval. For detailed position descriptions visit our website at: www.uwindsor.ca/facultypositions. Contact: Dr. Graham Reader, Dean, Faculty of Engineering, University of Windsor, Windsor, ON, N9B 3P4; Tel: 519.253.3000, Ext. 2566; Fax: 519.971.3622; Email: appteng@uwindsor.ca. For information on the University of Windsor or the City of Windsor, contact Dr. Janice Drakich, Director, Faculty Recruitment at 877-665-6608 (toll free) or recruit@uwindsor.ca.

■ **THE UNIVERSITY OF WINDSOR** invites applications for a three-year limited-term faculty position in the Faculty of Engineering commencing as early as July 1, 2003. Applicants should have a Doctoral degree in Engineering or a closely related discipline together with experience of using CAD/CAE packages in an industrial environment. Candidates possessing a master's degree with at least 10 years industrial design experience may also be considered. Subject to Budgetary Approval. For a detailed position description visit our website at: www.uwindsor.ca/facultypositions. Contact: Dr. Graham Reader, Dean, Faculty of Engineering, University of Windsor, Windsor, ON, N9B 3P4; Tel: 519.253.3000, Ext. 2566; Fax: 519.971.3622; Email: appteng@uwindsor.ca. For information on the University of Windsor or the City of Windsor, contact Dr Janice Drakich, Director, Faculty Recruitment at 877-665-6608 (toll free) or recruit@uwindsor.ca.

■ **THE UNIVERSITY OF WINDSOR** invites applications for the position of Head, Department of Industrial and Manufacturing Systems Engineering commencing as early as July 1, 2003. Subject to Budgetary Approval. For a detailed position description visit our website at: www.uwindsor.ca/facultypositions. Contact: Dr. Graham Reader, Dean, Faculty of Engineering, University of Windsor, Windsor, ON, N9B 3P4; Tel: 519.253.3000, Ext. 2566; Fax: 519.971.3622; Email: appteng@uwindsor.ca. For information on the University of Windsor or the City of Windsor, contact Dr Janice Drakich, Director, Faculty Recruitment at 877-665-6608 (toll free) or recruit@uwindsor.ca.

■ **THE UNIVERSITY OF WINDSOR** invites applications for a senior faculty position in the area of Automotive Design Methods in the Department of Mechanical, Automotive and Materials Engineering commencing as early as July 1, 2003. Subject to Budgetary Approval. For a detailed position description visit our website at: www.uwindsor.ca/facultypositions. Contact: Dr. Graham Reader, Dean, Faculty of Engineering, University of Windsor, Windsor, ON, N9B 3P4; Tel: 519.253.3000, Ext. 2566; Fax: 519.971.3622; Email: appteng@uwindsor.ca. For information on the University of Windsor or the City of Windsor, contact Dr Janice Drakich, Director, Faculty Recruitment at 877-665-6608 (toll free) or recruit@uwindsor.ca.

■ **CARLETON UNIVERSITY** — The Department of Civil and Environmental Engineering invites applications for a tenure-track position at the rank of Assistant Professor of Civil Engineering. The position is subject to budgetary approval, and is expected to commence as early as July 1, 2003. The Department offers bachelor, master and doctoral degrees in both civil engineering and environmental engineering. Faculty members in the civil engineering specialty in the department have a wide range of research and teaching interests including applied and computational mechanics, structural engineering, geotechnical engineering and transportation engineering. Applicants for the position should hold a doctoral degree and have a demonstrated commitment to research in any of the areas of transportation, geotechnical or structural engineering. The successful candidate will be expected to teach both undergraduate and graduate courses, and in particular will be expected to contribute to the department teaching of junior and senior sections. Potential areas of research include all three of the civil engineering specialties mentioned above, and it is anticipated that the successful candidate will have research interests, which complement those of other faculty members currently in the department. In addition to teaching and research the candidate will be expected to participate in the governance of the university as well as community outreach. Membership or eligibility for membership in a Canadian Professional Engineering Association is preferred. Potential applicants may wish to consult the further information on the Department available from the web site http://www.cee.carleton.ca. Applications with a curriculum vitae including educational background, employment history, research and teaching experience and interest, and the names of at least three referees, should be sent to: Dr. A.O. Abd El Halim, Acting Chair, Department of Civil and Environmental Engineering, Carleton University, 1125 Colonel By Drive, Ottawa, Ontario K1S 5B6, Tel: (613) 520-2600 ext. 5789, Fax: (613) 520-3951, Email: a_halim@carleton.ca. Applications will be accepted until March 30, 2003. All qualified candidates are encouraged to apply. The applications of Canadians and permanent residents will be given priority. Carleton University is committed to equality of employment for women, aboriginal peoples, visible minorities, and persons with disabilities. Persons from these groups are encouraged to apply.

■ **McMASTER UNIVERSITY** — The Department of Chemical Engineering is seeking an outstanding individual for a proposed NSERC Associate Industrial Research Chair at the rank of Assistant or Associate Professor. Applicants should have a PhD in Chemical Engineering or closely related discipline, a strong background in the development and application of statistical methods to chemical and/or biochemical processes, including the reduction of novel approaches to practice. The successful candidate will become an integral member of the McMaster Advanced Control Consortium, which will provide contacts and funding for collaborative research with member companies. The successful candidate will be expected to contribute to teaching in both our graduate and undergraduate programs and to develop a strong research program. Applicants should send a letter of application, full CV including a list of publications, statement of teaching and research interests, a selection of research publications, and the names of at least three references (with postal and email addresses). Registration, or eligibility for registration, by the Professional Engineers of Ontario will be considered an asset. Please send the application materials to the attention of Dr. Andrew Hrymak, Chair, Department of Chemical Engineering, McMaster University, Hamilton, Ontario, Canada L8S 4L7. All qualified candidates are encouraged to apply; however, Canadians and Permanent Residents will be given priority. McMaster University is strongly committed to employment equity within its community, and to recruiting a diverse faculty and staff. The University encourages applications from all qualified candidates, including women, members of visible minorities, Aboriginal persons, members of sexual minorities, and persons with disabilities. Applications will be accepted until the position has been filled. For more information about the department, please consult http://www.chemeng.mcmaster.ca.

ENGINEERING SCIENCE

■ **SIMON FRASER UNIVERSITY** — The School of Engineering Science invites applications for a tenure-track assistant professor position in Biomedical Engineering to be based in School of Engineering Science. The School of Engineering Science and the School of Kinesiology at Simon Fraser have made a commitment to develop a joint program in Biomedical Engineering. The position advertised here is one of three positions that are currently being searched for the joint Biomedical Engineering Program. Applicants are expected to have a demonstrated record of scholarly publications and a potential for outstanding and innovative research, as well as a strong commitment to excellence in research and teaching. A doctoral degree in a relevant engineering discipline is required. In addition, eligibility for registration as Professional Engineer in the Province of British Columbia is preferred. Simon Fraser University is consistently one of the top-ranked universities in Canada. The new Biomedical Engineering Program will build upon existing strengths in biomedical engineering in the Schools of Kinesiology (see http://fas.sfu.ca/kin) and Engineering Science (see www.ensc.sfu.ca). Furthermore, the School of Engineering is at the outset of a phase of strong growth, which will involve nearly doubling the number of faculty and students over the next four years. The candidates will be expected to help spearhead the development of a new Center for Biomedical Engineering which will encourage interdisciplinary research and build upon existing strengths at Simon Fraser University in areas such as biophotonics, bioelectronics, engineering for independent living (assistive and health monitoring devices), gerontology, neuroprosthetics, physiological systems, rehabilitation engineering and robotics. Simon Fraser University is situated on Burnaby Mountain in greater Vancouver. Vancouver thrives as a scenic waterfront city located just minutes away from the mountains and a wide range of outdoor activities. Vancouver's cultural events, skiing, boating, hiking, mild West Coast climate, and clean, safe environment make it one of the most desirable places in the world to live and work. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. The University is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, aboriginal people, persons with disabilities, gay men and lesbians. To apply, send a curriculum vitae including educational background, employment history, research and teaching experience and interest, and the names of at least three referees, should be sent to: Dr. A.O. Abd El Halim, Acting Chair, Department of Civil and Environmental Engineering, Carleton University, 1125 Colonel By Drive, Ottawa, Ontario K1S 5B6, Tel: (613) 520-2600 ext. 5789, Fax: (613) 520-3951, Email: a_halim@carleton.ca. Applications will be accepted until March 30, 2003. All qualified candidates are encouraged to apply. The applications of Canadians and permanent residents will be given priority. Carleton University is committed to equality of employment for women, aboriginal peoples, visible minorities, and persons with disabilities. Persons from these groups are encouraged to apply.

■ **McMASTER UNIVERSITY** — The Department of Chemical Engineering is seeking an outstanding individual for a proposed NSERC Associate Industrial Research Chair at the rank of Assistant or Associate Professor. Applicants should have a PhD in Chemical Engineering or closely related discipline, a strong background in the development and application of statistical methods to chemical and/or biochemical processes, including the reduction of novel approaches to practice. The successful candidate will become an integral member of the McMaster Advanced Control Consortium, which will provide contacts and funding for collaborative research with member companies. The successful candidate will be expected to contribute to teaching in both our graduate and undergraduate programs and to develop a strong research program. Applicants should send a letter of application, full CV including a list of publications, statement of teaching and research interests, a selection of research publications, and the names of at least three references (with postal and email addresses). Registration, or eligibility for registration, by the Professional Engineers of Ontario will be considered an asset. Please send the application materials to the attention of Dr. Andrew Hrymak, Chair, Department of Chemical Engineering, McMaster University, Hamilton, Ontario, Canada L8S 4L7. All qualified candidates are encouraged to apply; however, Canadians and Permanent Residents will be given priority. McMaster University is strongly committed to employment equity within its community, and to recruiting a diverse faculty and staff. The University encourages applications from all qualified candidates, including women, members of visible minorities, Aboriginal persons, members of sexual minorities, and persons with disabilities. Applications will be accepted until the position has been filled. For more information about the department, please consult http://www.chemeng.mcmaster.ca.

ENGINEERING SCIENCE

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ENGLISH

■ **THE UNIVERSITY OF WINDSOR** invites applications for a limited-term position in the Department of English in the area of American Literature commencing as early as July 1, 2003. Subject to budgetary approval. For a detailed position description visit our website at: www.uwindsor.ca/facultypositions. Contact: Dr. Katherine M. Quinsey, Head, Department of English Language, Literature, and Creative Writing, University of Windsor, Windsor, ON N9B 3P4, Tel: 519.253.3000, Ext. 2289; Fax: 519.971.3676; E-mail: kateq@uwindsor.ca. For information on the University of Windsor or the City of Windsor, contact Dr. Janice Drakich, Director, Faculty Recruitment at 877-665-6608 (toll free) or recruit@uwindsor.ca.

ENVIRONMENTAL STUDIES

■ **THE UNIVERSITY OF VICTORIA** — The School of Environmental Studies, at the University of Victoria (www.uvic.ca), British Columbia, seeks to fill a Canada Research Chair (CRC Tier II) in Ecological Restoration. The CRC provides salary and research support and reduced teaching responsibilities, and applications are considered without regard to nationality. Definitions of qualifications for Tier II Chairs, as well as other information about CRC Chairs can be found at www.chairs.gc.ca. The ideal candidate will become a leader in restoration science and scholarship, and build the School into a nationally recognized centre for restoration research and education. The underlying philosophy of our restoration program is that cultural and ecological processes are inextricably related. Promising candidates will be interdisciplinary with strong sensitivities in natural and human sciences, humanities, and arts. They should possess a promising track record in research support and publishing, and be willing to apply their research to the many and varied restoration challenges in the Vancouver Island and Georgia Basin area. The City of Victoria lies within a sub-Mediterranean temperate ecoregion, with upland savannah, coast temperate forests, salmonid habitat, alpine, and marine systems within a day's drive. The School of Environmental Studies (http://ses.uvic.ca) has three distinctive, interdisciplinary research specialties: ecological restoration, ethnoecology and traditional knowledge studies, and sustainable communities. The School presently offers an undergraduate education and is developing a graduate program. Restoration research is further supported by the award-winning diploma/certificate Program in Restoration of Natural Systems. The University of Victoria is an equity employer and encourages applications from women, persons with disabilities, visible minorities, aboriginal peoples, peoples of all sexual orientations and genders, and others who may contribute to the further diversification of the University. All qualified candidates are encouraged to apply; however, in accordance with Canadian immigration requirements, Canadians and permanent residents will be given priority. The deadline for applications (no electronic applications, please) is April 30, 2003. Your application package should include: a cover letter explaining your interest in the chair; curriculum vitae; a statement outlining present research activities and future research directions; and the names of three referees. All materials should be addressed to: CRC Search Committee, School of Environmental Studies, University of Victoria, PO Box 1700, Victoria, BC, Canada, V8W 2Y2.

ETHICS

■ **YORK UNIVERSITY** — The Faculty of Arts, Department of Philosophy invites applications for one contractually limited appointment at the Assistant Professor level, from 1 July 2003 to 30 June 2004. Salary commensurate with qualifications; competitive benefits. Area of Specialisation: ethics; political and moral theory. The successful candidate will be required to teach a wide range of courses. Candidates should have a PhD in Philosophy and demonstrated excellence in teaching and research. Please send curriculum vitae, writing sample, and three academic references to: Chair, Search Committee, Department of Philosophy, York University, 4700 Keele St., Toronto, Ontario, Canada M3J 1P3. Fax (416) 736-5114. Deadline for applications: April 15, 2003. For further information see http://www.arts.yorku.ca/phil.

ETHIQUE

■ **L'UNIVERSITÉ DE MONTRÉAL (CREUM)** annonce, pour l'année académique 2003-2004, la création de bourses de séjour post-doctorales ainsi que de stages offerts à des chercheurs invités. La mission du CREUM est de contribuer à la recherche interdisciplinaire et à la qualité de la formation dans les domaines de l'éthique fondamentale et appliquée. Nous encourageons les applications qui proviennent d'étudiants et de chercheurs œuvrant dans des disciplines diverses, pourvu que leur sujet de recherche soit en rapport direct avec des problématiques éthiques. Les personnes intéressées doivent soumettre leur candidature avant le 15 avril 2003. Consultez notre page Web pour les détails (www.creum.umontreal.ca).

FILM & VIDEO

■ **YORK UNIVERSITY** — The Department of Film & Video invites applications for a full-time nine-month contractually limited teaching position at the level of assistant professor in Historical, Critical and Theoretical Studies, effective 15 August 2003 through 15 May 2004 (subject to budgetary approval by the University). Responsibilities of the position will include the teaching of a full-range of appropriate undergraduate courses, some reading of graduate thesis work, serving on department or faculty committees, student advising and curriculum assessment. An applicant for the position must have a doctorate in film studies or a related discipline, show demonstrable promise as a scholar and teacher and qualify for immediate appointment to the Graduate Faculty. We would welcome as well a working knowledge of both of Canada's official languages, the ability to contribute to the teaching of courses in screenwriting or production and professional experience in film or video production. Salary will be commensuate with experience and qualifications. The deadline for receipt of applications is 31 March 2003. A letter of application, a curriculum vitae and three letters of reference should be sent to: Janine Marchessault, Chair, Department of Film & Video, Room 222, Centre for Film and Theatre, York University, 4700 Keele Street, Toronto, Ontario M3J 1P3. York University has an Affirmative Action Program with respect to its faculty and librarian appointments. The designated groups are: women, racial/visible minorities, persons with disabilities, and aboriginal peoples. Persons in these groups must self-identify in order to participate in the Affirmative Action Program. The Department of Film & Video welcomes applications from persons in these groups. The affirmative Action Program can be found on York's website at www.yorku.ca/acadjobs/ or a copy can be obtained by calling the affirmative action office at 416-736-5713. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority.

CHAIR
DEPARTMENT OF SOCIOLOGY & ANTHROPOLOGY

The Department of Sociology and Anthropology at the University of Guelph invites applications for the position of Chair. The position carries with it a full-time academic appointment (rank open). The appointment as Chair would be for five years, renewable for a second term of up to five years. The preferred start date is September 1, 2003. Salary will be related to qualifications and experience.

The Department of Sociology and Anthropology has 23 established faculty positions and has undergone steady expansion in recent years. The department has 850 undergraduate students registered in majors in Anthropology, Sociology, Rural and Development Sociology, and Criminal Justice and Public Policy (in collaboration with the Department of Political Science). The department is an active participant in collaborative programs in International Development Studies and Women's Studies. The department has a total of 45 graduate students registered in the MA in Sociology and in the collaborative PhD program in Rural Studies. The department also contributes to the Bachelor of Applied Arts program in Justice Studies and Police Foundations at the University's Humber (Toronto) campus.

In collaboration with departmental colleagues, the Chair will guide the future direction and positioning of the department. The Chair will be expected to maintain and communicate a sense of direction in teaching and research; to act as a responsible advocate for the department; to encourage respect for a range of career paths, and different forms and fields of scholarship; to foster values of fairness, excellence and collaboration; and to maintain a sense of pride, achievement and community among all members (students, staff and faculty) of the department.

Candidates should have a substantial record of scholarship and pedagogy in an area relevant to the department's academic programs and mission. In addition, they should possess strong leadership and administrative skills. The successful candidate will be expected to teach and conduct research.

Inquiries and applications should be directed to Alun Joseph, Dean of Social and Applied Human Sciences and chair of the selection committee. All applicants must submit a Curriculum Vitae, a brief (2-3 page) self assessment touching on the skills and experience that they would bring to the position, and arrange for three letters of reference to be sent directly to Dean Joseph before **March 31, 2003**. Contact **Alun Joseph, Dean, College of Social and Applied Human Sciences, University of Guelph, Guelph, Ontario, Canada, N1G 2W1**, E-mail: csahsdean@uoguelph.ca, Tel: (519) 824-4120 x 2400, Fax: (519) 766-4797; Web site (http://www.uoguelph.ca//).

The University of Guelph is committed to an employment equity program that includes special measures to achieve diversity among its faculty and staff. We therefore particularly encourage applications from qualified aboriginal Canadians, persons with disabilities, members of visible minorities, and women.

UNIVERSITY of GUELPH

UNIVERSITÉ YORK UNIVERSITY

Toronto, Canada

Tenure Stream Appointments

The **Faculty of Education**, invites applications for a position in **Deaf and Hard-of-Hearing Education**.

The Context:
York University is situated within a culturally diverse urban setting in northern Toronto at the centre of the Greater Metropolitan Toronto area. The Faculty of Education at York offers pre-service, professional development, and graduate programs (M.Ed. and PhD). The Faculty, which values collaboration and interdisciplinarity, is committed to issues of social justice, as well as to cultural and linguistic diversity. Tenure stream faculty members are encouraged to work in cross disciplinary teams with colleagues from other academic departments across the University and with faculty members seconded from school boards. Applicants are invited to visit the Faculty's website at www.edu.yorku.ca.

The Position:
Deaf and Hard-of-Hearing Education — Applicants should have teaching and research qualifications in the area of Deaf and Hard-of-Hearing education, native/native-like fluency in American Sign Language, and extensive knowledge of Deaf Culture, the Deaf community and the Deaf bilingual/bicultural experience. The successful candidate will be able to contribute to the Faculty's graduate program in Language, Culture and Teaching.

The Candidate:
The successful candidate will have completed a doctorate in a field of study compatible with the advertised position. Candidates with unfinished doctorates will be considered only upon submission of evidence that degree requirements will be fulfilled prior to the date of appointment. Candidates must present evidence of their abilities to: establish a strong program of scholarly research; provide excellence and leadership in undergraduate and graduate teaching and supervision of Masters and Doctoral theses; supervise undergraduate student teaching; collaborate with colleagues in the field and across the University; and, be actively involved in the field of education.

The Appointment:
Although preference will be given to an appointment at the Assistant Professor level, initial rank and salary will be commensurate with qualifications and experience. All positions at York University are subject to budgetary approval. The appointment will commence preferably on 1 July 2003.

Affirmative Action:
York University has an Affirmative Action Program with respect to its faculty and librarian appointments. The designated groups are: women, racial/visible minorities, persons with disabilities and aboriginal peoples. Persons in these groups must self-identify in order to participate in the Affirmative Action Program. The Faculty of Education welcomes applications from persons in these groups. The Affirmative Action Program can be found on York's website at www.yorku.ca/acadjobs/index.htm or a copy can be obtained by calling the affirmative action office at 416-736-5713. All qualified candidates are encouraged to apply; however, Canadian citizens and Permanent Residents will be given priority.

Applications:
An application must include a curriculum vitae, one sample of scholarly writing, the contact details of three or more referees, and a letter of application that provides an overview and discussion of qualifications and interests as they relate to the advertised position. Application packages should be addressed to:

Dr. Paul Axelrod, Dean
Faculty of Education, York University
***c/o* 8853 Ross Building**
4700 Keele Street, Toronto, Ontario, M3J 1P3
or electronically mailed to: bmerri@edu.yorku.ca

Closing Date — **31 March 2003**

Laurentian University
Université Laurentienne

Laurentian University is located in Sudbury, a vibrant multicultural city, which is rapidly diversifying its economic base into the sectors of Education and Health Sciences. Sudbury is an attractive modern city offering unique cultural, recreational, and educational opportuni-ties for faculty and students. For further info see http://www.sudbury tourism.ca.

Laurentian University is a bilingual institution and an equal opportunity employer. It has a policy of passive bilingualism (English/French) as a condition of tenure. Laurentian University is committed to equity in employment and encourages applications from all qualified applicants, including women, aboriginal peoples, members of visible minorities and persons with disabilities. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents.

L'Université Laurentienne est située à Sudbury, une ville multiculturelle et dynamique qui diversifie rapidement sa base économique vers les secteurs de l'enseignement et des sciences de la santé. Sudbury est une ville moderne et agréable qui offre au corps professoral et à la population étudiante des possibilités uniques en matière d'enseignement, de loisirs et d'activités culturelles. Consultez http://www.sudburytourism.ca pour obtenir davantage d'informations.

L'Université Laurentienne est un établissement bilingue et souscrit au principe de l'égalité d'accès à l'emploi. Le bilinguisme passif (français-anglais) est une condition d'obtention de la permanence. L'Université Laurentienne souscrit au principe de l'équité en matière d'emploi et incite toutes les personnes qualifiées, y compris les femmes, les Autochtones, les membres des minorités visibles et les personnes bandicapées à poser leur candidature. Conformément aux exigences du Canada en matière d'immigration, cette annonce s'adresse en premier lieu aux citoyens canadiens et aux résidents permanents.

Anthropology

Sabbatical Replacement. The Anthropology Program at Laurentian University invites applications for a ten-month sabbatical replacement position at the rank of (Assistant Professor), commencing July 1, 2003. The Anthropology Program at Laurentian University is within the Department of Sociology and Anthropology, however, the program operates independently. Information on program offerings and faculty may be found at http://laurentian.ca/anthro/. The applicant must have a PhD in Anthropology, and evidence of successful undergraduate teaching experience. Active involvement in archaeology research is an asset. Courses taught will include first-year anthropology courses, and anthropological archaeology courses at the second and third year level, including archaeological lab analysis. Although Laurentian is a bilingual institution these courses will be taught in English. In addition, the successful candidate is expected to participate fully in departmental activities, including undergraduate thesis supervision. Applications, including a curriculum vitae, and three confidential letters of reference should be sent to: **Dr. Scott Fairgrieve, Chair of Anthropology, Laurentian University, Sudbury, Ontario, P3E 2C6.** Telephone: (705) 675-1151 ext. 4209 or 4108. Fax: (705) 675-4823. Email: SFairgreve@laurentian.ca. Applications will be accepted until **15 April 2003** and thereafter until the position is filled.

Biology

Vertebrate Zoology. Laurentian University's Department of Biology invites applications for a tenure-track Assistant Professor position in Vertebrate Zoology. Applicants must possess a Ph.D. in Zoology or an allied discipline, with post-doctoral or equivalent research experience and evidence of a strong research potential. The successful applicant will be expected to establish an independent, externally-funded research program, supervise graduate students, teach in our undergraduate and graduate programs and fulfill some committee/administrative responsibilities. The candidate will be expected to teach undergraduate courses such as Chordate Anatomy, Histology, Embryology and his/her specialty. Salary will be commensurate with qualifications and experience. Start-up support to help establish a research program may be available and additional external research funding opportunities such as CFI exist. The successful candidate will join a research-oriented collegial department that offers graduate and undergraduate education covering a wide spectrum of biology options: biomedicine, conservation & restoration ecology, forensic biology, integrated biology, wildlife and habitat ecology, and zoology. The Department has a number of research support facilities including an Animal Holding Facility, a Central Analytical Facility, and a Biocomplexity Computational Facility and has partnerships with the Cooperative Freshwater Ecology Unit (MNR/MOE), Centre for Environmental Monitoring (provincial), and the Canadian Climate Impact and Adaptation Research Network (federal). Interested candidates should forward a covering letter, resume and names and addresses (including e-mail) of three referees to: **Dr. Frank F. Maflory, Chair & Professor, Department of Biology, Laurentian University, Sudbury, Ontario, Canada P3E 2C6.** Phone: (705) 675-1151 ext. 2290; FAX: (705) 675-4859, E-mail: fmallory@nickel. laurentian.ca. Applications will be accepted until **April 30, 2003.**

Chemistry & Biochemistry
Chimie et biochimie

Biological Chemistry. The Department of Chemistry and Biochemistry invites applications for a tenure-track position in the area of Biological Chemistry. The department is particularly interested in candidates with expertise at the interface between Chemistry and Biology with preference given to outstanding candidates in either bioanalytical, bioinorganic or bioorganic chemistry. Candidates will have a PhD, postdoctoral experience and a record of accomplishment in research. This appointment will be at the rank of Assistant Professor to begin July 1, 2003 or as soon as a suitable candidate can be found. The successful candidate is expected to teach courses in the Chemistry and Biochemistry programs at the undergraduate and graduate levels in both French and English and to develop a solid research program. Finally, the successful candidate will be able to join the planned multidisciplinary Ph.D. program in Biomolecular Sciences as a core faculty member. Applicants should provide a curriculum vitae, a list of publications, a summary of research interests, a research proposal indicating equipment needs and three letters of reference addressed to: **Chair of the Search Committee, Biological Chemist, Department of Chemistry & Biochemistry, Laurentian University, Sudbury, ON P3E 2C6, CANADA;** http://www.laurentian.ca/chem/Index.htm. Review of applications will begin **March 2003.**

Poste en chimie biologique. Le Département de Chimie et Biochimie sollicite des candidatures pour un poste menant à la permanence dans le domaine de la Chimie Biologique. Le département est particulièrement intéresse par des candidatures avec expertise à l'interface entre la Chimie et la Biologie et la préférence sera donnée aux candidates et candidats exceptionnels dans l'un des domaines suivants: chimie bioanalytique, bioinorganique ou bioorganique. Les candidat(e)s doivent posseder un doctorat, une experience postdoctorale pertinente et l'évidence d'activités de recherche. L'embauche se fera au niveau de Professeur(e) adjoint(e) pour un poste commençant le 1er juillet 2003 ou dès qu'un choix sera arrêté sur une candidature appropriée. La personne sélectionnée devra pouvoir offrir des cours dans les programmes existant de Chimie et Biochimie ainsi qu'au niveau des études supérieures, en français et en anglais tout en développant un solide programme de recherche. Enfin, la personne sélectionnée pourra joindre, à titre de membre régulier, le programme de doctorat multidisciplinaire en Sciences Biomoléculaires qui est maintenant en voie d'élaboration. Les candidat(e)s doivent faire parvenir un curriculum vitae, une liste de publications, un résumé des intérêts de recherche, un projet de recherche indiquant les besoins d'équipement et trois lettres de recommandation au : **Directeur du Comité, Poste en Chimie Biologique, Département de Chimie et Biochimie, Université Laurentienne, Sudbury, ON P3E 2C6, CANADA;** Télécopieur : (705) 675-4844; http://www.laurentian.ca/chem.index.htm. L'examen des dossiers commencera en **mars 2003.**

Commerce & Administration

Management & Operations Management/Organizational Behaviour. Laurentian University School of Commerce invites applications for a three year limited term position to teach Foundations of Management and Operations Management or Organizational Behaviour. The successful candidate will teach in the regular B.Comm. program. Applicants should have a master's degree in a related discipline with teaching and work experience. Please send a letter of application discussing your suitability, three references and contact information, a sample of work and a CV to: **Dr. Ron Mulholland, Director, School of Commerce and Administration, Laurentian University Sudbury, ON P3E 2C6;** mulholland@nickel.laurentian.ca.

Poste en marketing. L'École de commerce et d'administration sollicite des candidatures pour un poste menant à la permanence dans le domaine du marketing. Les candidat(e)s doivent posséder un doctorat en marketing ou dans une discipline connexe et détenir un bon dossier de recherche. Les personnes qui détiennent une maîtrise ou qui poursuivent actuellement des études doctorales pourront être considérées pour ce poste si elles s'engagent à entreprendre ou à compléter leur doctorat dans un délai raisonnable. Le poste débute le 1er juillet 2003. L'École de commerce et d'administration offre un programme de baccalauréat dans les deux langues officielles ainsi qu'une maîtrise en administration des affaires en anglais. Plus d'informations sont disponibles à : www.laurentian.ca. Les personnes intéressées doivent faire parvenir leurs offres d'emploi accompagnées d'un curriculum vitae et de trois lettres de références à : **Dr. Ron Mulholland, Director, École de commerce et administration, Chemin du Lac Ramsey, Université Laurentienne, Sudbury, Ontario P3E 2C6;** rmulholland@laurentian.ca.

Marketing. Laurentian University School of Commerce invites applications for a tenure-track position in Marketing for July 1, 2003. The successful candidate will teach in the regular B.Comm. and MBA programs and have demonstrated excellence in teaching and research. Candidates with teaching and research interests in marketing as it relates to Sports Administration and/or Electronic Business Science are encouraged to apply. Applicants must have a doctorate in Marketing or be nearing completion of their dissertation. Please send a letter of application discussing your suitability, three references and contact information, a sample of work and a CV to: **Dr. Ron Mulholland, Director, School of Commerce and Administration, Laurentian University Sudbury, ON P3E 2C6;** rmulholland@nickel.laurentian.ca.

Earth Sciences

Metamorphic or Igneous Petrology. The Department of Earth Sciences and Mineral Exploration Research Centre at Laurentian University invite applications for a tenure-track position in metamorphic or igneous petrology sponsored under the NSERC University Fellowship Award program. All outstanding applicants with expertise in metamorphic or igneous petrology will be considered. We are particularly interested in candidates with strong field and theoretical backgrounds, and particularly with interests and research experience in ore deposit geology and/or the environments (Precambrian particularly) in which they occur. Applicants should have a strong research record and be committed to excellence in teaching at the undergraduate and graduate level. Supervision of graduate students within a vigorous, externally-funded research program is expected. The successful candidate will work and interact with Department of Earth Science and Mineral Exploration Research Centre faculty, post-doctoral fellows, and graduate students. The Department currently offers thesis and course-work MSc degrees and anticipates approval of its PhD program in Mineral Deposit and Precambrian Geology to commence in the fall of 2003. Researchers have access to excellent geochemical analytical equipment including facilities for FLINC, EMPA, XRF, TIMS, ICP-OES and -MS, and E850. Additional information about the Department and MERC can be found at www.laurentian.ca/geology. Applicants should hold a Ph.D. degree by November 1, 2003. Applicants should send a curriculum vitae, including a list of publications, a statement of teaching and research interests, and the names and mail/e-mail addresses of at least (4) academic references to: **Faculty Search Committee, Department of Earth Sciences, Laurentian University, Sudbury, Ontario P3E 2C6, Canada;** E-mail: OES@nickel.laurentian.ca; Fax: (705) 675-4898. Following NSERC guidelines for University Fellowship Award, the competition is restricted to Canadians or permanent residents, and to women and aboriginal persons. The candidates can not have previously held a tenure track position at a Canadian University. Initial screening of applications will begin in May 2003, but applications will be accepted until the position is filled.

Education

In January 2003 the Laurentian University Senate approved an English-language four and five year concurrent bachelor of education programme. Subject to Initial Accreditation by the Ontario College of Teachers, the programme will be phased in over four years, starting in September 2003. The Bachelor of Education is dedicated to fostering the development of a new generation of committed and competent educators who will: (1) Behave in such a way as to bring honour and dignity to the profession; (2) Regard as their first duty the effective education of their pupils; and (3) Strive for a high degree of professional competence in their teaching. The University is looking for two positions for the 2003–04 academic year, subject to initial accreditation by the College of Teachers.

Founding Director. The Director will be responsible for coordinating programme activities, including recommending the hiring of additional staff and faculty; developing policies and procedures for the programme, community outreach and public relations about the programme, academic advising, recommending workloads for faculty members, developing annual budgets, establishing library and technological resource materials, ensuring that all facilities are in place for the final year of the programme scheduled in 2006–07. The Director will have a Ph.D. in education or a related field or Ed.D. with teaching experience in elementary or secondary schools. Knowledge and experience in the field of adult education, research related to teacher education, and administrative experience are also required. Membership in the Ontario College of Teachers is an asset. The normal term for a director is three years. The position is a tenure-stream appointment, with remuneration in conformity with the Laurentian University Collective Agreement.

Tenure-Track Position. This faculty member, to be appointed at the assistant or associate level will design and develop additional Aboriginal-specific curriculum in collaboration with local First Nations communities. This appointment will be effective January 1, 2004. The position requires a minimum of a Master's degree in education or a related field with five years' experience, with preference given to a candidate with a Ph.D. in education or a related field or Ed.D, with teaching experience in elementary or secondary schools. Knowledge and experience in the field of adult education, research related to teacher education, and administrative experience are also required. Membership in the Ontario College of Teachers is an asset.

For further information and to submit your curriculum vitae please contact **Dr. Anne-Marie Mawhiney, Dean, Faculty of Professional Schools, Laurentian University, Ramsey Lake Road, Sudbury, Ontario P3E 2C6.**

Français langue maternelle et langue seconde

Poste en français langue maternelle et langue seconde. Le Département d'études françaises et de traduction de l'Université Laurentienne sollicite des candidatures à un poste en français langue maternelle et langue seconde, dans le courant alternatif (cinq cours complets), pour l'année universitaire 2003–2004. Il s'agit d'un contrat de 10 mois s'étendant du 1er juillet 2003 au 30 avril 2004, au rang de professeur adjoint. Ce poste exige un doctorat ou une maîtrise en linguistique appliquée à l'enseignement du français langue maternelle et langue seconde (ou dans un domaine jugé pertinent), une excellente connaissance de la langue française, une solide expérience dans l'enseignement du français langue maternelle et langue seconde au niveau universitaire, et un bon dossier de recherche. La personne désignée sera appelée à enseigner des cours de langue (grammaire et rédaction), de civilisation et de linguistique françaises. Prière de faire parvenir votre demande d'emploi, votre curriculum vitae ainsi que les noms et coordonnées de trois répondants avant le **15 mai 2003** à : **Donald Dennie, doyen, Facultés des Humanités et des Sciences sociales, Université Laurentienne, Sudbury (ON) P3E 2C6.**

Geography

Géographie politique, sociale, et /ou culturelle. Le département de géographie de l'Université Laurentienne est à la recherche d'un professeur en géographie politique, sociale et/ou culturelle ayant un intérêt pour les études régionales, afin de combler un poste de professeur adjoint menant à la permanence. Le candidat doit être détenteur d'un doctorat en géographie et montrer un fort potentiel d'excellence en enseignement et en recherche. L'entrée en fonction est le 1er juillet 2003. L'enseignement est en français. La préférence sera donnée aux citoyens canadiens et aux résidents permanents. Les dossiers de candidature doivent parvenir au plus tard le **15 avril 2003** à **Dr J.-P. Martin, Directeur, Département de géographie, Université Laurentienne, Sudbury, Ontario, P3E 2C6.**

Urban Geography & Regional Planning. Applications are invited for a tenure track position at the Assistant Professor level from candidates with interests in urban geography and regional planning. The teaching language for this position is English. The successful applicant will have a PhD in geography and will demonstrate strong potential for teaching and research excellence. The appointment date is July 1st, 2003. Applications should be sent to **Dr. J.P. Martin, Chair, Department of Geography, Laurentian University, Sudbury, Ontario, P3E 2C6** and should be received before **April 15, 2003.**

History

Modern European History. The Department of History invites applications for a ten-month limited term position at the Assistant or Associate Professor level, beginning July 01, 2003. We are especially interested in candidates to teach courses in Modern European history. Capability to teach Contemporary Issues in Historical Perspective and 19th century European Social History. Candidates should have completed a Ph.D., be committed to excellence in research and have teaching experience. Applicants should submit a curriculum vitae and three letters of reference to: **Dr. Linda M. Ambrose, Chair, Department of History, Laurentian University, Sudbury, Ontario, P3E 2C6.** Complete dossier must be received by **April 15, 2003.**

ALL POSITIONS ARE SUBJECT TO BUDGETARY APPROVAL. TOUS LES POSTES SONT OFFERTS SOUS RÉSERVE D'APPROBATION BUDGÉTAIRE.

CAREERS CARRIÈRES

Human Kinetics

Health & Wellness. The School of Human Kinetics at Laurentian University invites applications for a full-time tenure-track position at the Assistant Professor level in the area of health and wellness. The successful candidate will teach and develop undergraduate courses and labs in their areas of specialty, teach in the interdisciplinary Human Development Masters program, supervise graduate students, develop a well defined program of research, secure external research funding, and contribute to the affairs of the School. Teaching a physical activity may be included as part of the teaching workload. In addition, the successful candidate will be expected to assist in the development of teaching and research ties with the newly established Medical School. The School of Human Kinetics is committed to developing strong collaborative research and teaching links with other units within the University and particularly with the newly established Medical School. The School offers BPHE degrees in Sport and Physical Education, Outdoor Adventure Leadership, Health Promotion, and Education Physique; a B. A. in Sport Psychology; and a B. Sc. in Kinesiology. Additional information on the School of Human Kinetics and its programs can be found at http://www.humankinetics.laurentian.ca. Applicants will have a doctoral degree, the ability to contribute to an interdisciplinary teaching and research program in Human Kinetics, a strong publication record, the ability to teach in both French and English, and a commitment to excellence in teaching. The appointment will become effective July 1, 2003. A letter of application, a curriculum vitae, contact information only (email, address , phone) of three referees who have been asked to provide supporting letters for the application, together with a statement of research interests and copies of recently published articles (if available) and teaching evaluations (if available) should be sent to: **Dr. Sandy Knox (sknox@laurentian.ca), Chair, School of Human Kinetics, Laurentian University, Sudbury, Ontario P3E 2C6.** Closing date for applications is **May 1, 2003.**

Outdoor Adventure Leadership. The School of Human Kinetics invites application for a ten-month sabbatical replacement in the area of Outdoor Adventure Leadership or in a related field as a sabbatical replacement. Responsibilities will include teaching outdoor theory and activity courses at the undergraduate level and perform some administrative duties. The successful candidate will also be able to certify students in some of the outdoor activities. More information on the programme can be found at http://humankinetics.laurentian.ca. Current theory courses taught include Adventure Leadership, Outdoor Recreation, Wilderness Emergency Management, Risk, Safety and Public Management, Outdoor Adventure; from Recreational to Therapeutic. Current activity courses taught could include Summer and Winter Camping, White Water Kayaking, Canoeing (Lake, Moving Water and Tripping), Remote Wilderness Canoe Tripping to Arctic Ocean (4 days), Navigation and River Rescue, Cross-Country Skiing. Other projects: Canadian Outdoor Adventure Study Tours (COAST) lasting about 20–25 days may be considered. Candidates must have a Master's degree although a PhD in Physical Education or a related area is preferred. Mastery of oral and written French is an important asset. Because of the programme's strong emphasis on safety, candidates should have or be in the process of having a Wilderness First Responder certificate. Starting date: August 1, 2003. A letter of application, a curriculum vitae, contact information only (email, addresses , phone) of three referees who have been asked to provide supporting letters for the application, and teaching evaluations (if available) should be sent to: **Dr. Sandy Knox (sknox@laurentian.ca), Chair, School of Human Kinetics, Laurentian University, Sudbury, Ontario P3E 2C6.** Deadline for applications: **May 1, 2003.**

Exercise Physiology. The School of Human Kinetics at Laurentian University invites applications for a ten-month sabbatical replacement in the area of exercise physiology. The successful candidate will teach courses in the School of Human Kinetics in Human Physiology, Exercise Physiology, and Exercise Prescription. Teaching physical activities will also be included as part of the teaching workload. The School of Human Kinetics is committed to developing strong collaborative teaching links with other units within the University and particularly with the newly established Medical School. The School offers BPHE degrees in Sport and Physical Education, Outdoor Adventure Leadership, Health Promotion, and Education Physique; a B. A. in Sport Psychology; and a B. Sc. in Kinesiology. Additional information on the School of Human Kinetics and its programs can be found at http://www.humankinetics. laurentian.ca. While a doctoral degree is preferred applicants will have at least a master's degree and a commitment to excellence in teaching. The appointment will become effective August 1, 2003. A letter of application, a curriculum vitae, contact information only (email, address , phone) of three referees who have been asked to provide supporting letters for the application, together with teaching evaluations (if available) should be sent to: **Dr. Sandy Knox (sknox@laurentian.ca), Chair, School of Human Kinetics, Laurentian University, Sudbury, Ontario, P3E 2C6;** Closing date for applications is **May 1, 2003.**

Law & Justice

Tenure-Track Position. The Law and Justice Department at Laurentian University invites applications for a tenure-track position commencing July 1, 2003. The successful applicant will teach and develop a variety of undergraduate law courses from an interdisciplinary perspective. A background and interest in criminal justice is an asset. Typically, candidates will have undertaken law related studies or research. A doctoral degree is highly desirable and will be required for tenure, but consideration will be given to candidates with the minimum qualifications of a B.A., an LL.B. and a Masters degree in an Arts discipline. Rank is dependent on qualifications. Applications, including a curriculum vitae, should be sent to **Professor Dale Brawn, Chair, Law and Justice, Laurentian University, Sudbury, Ontario, P3E 2C6.** Telephone: (705) 675-1151 ext. 4219 or 4108. Fax: (705) 675-4823. Email: dbrawn@laurentian.ca. Applications will be accepted until 15 April 2003 and thereafter until the position is filled.

Sabbatical Replacement. The Law and Justice Department at Laurentian University invites applications for a ten-month sabbatical replacement position commencing July 1, 2003. The successful applicant will teach a variety of undergraduate law courses. Typically, candidates will have undertaken law related studies or research. A doctoral degree is highly desirable, but consideration will be given to candidates with the minimum qualifications of a B.A., an LL.B. and a Masters degree in an Arts discipline. Laurentian is committed to equity in employment and encourages applications from all qualified applicants, including women, aboriginal peoples, members of visible minorities and persons with disabilities. In accordance with Canadian immigration requirements, all qualified candidates are encouraged to apply, however, Canadians and permanent residents will be given priority. Applications, including a curriculum vitae, should be sent to **Professor Dale Brawn, Chair, Law and Justice, Laurentian University, Sudbury, Ontario, P3E 2C6.** Telephone: (705) 675-1151 ext. 4219 or 4108. Fax: (705) 675-4823. Email: dbrawn@laurentian.ca Applications will be accepted until 15 April 2003 and thereafter until the position is filled.

Mathematics & Computer Science Mathématiques et d'informatique

Computer Science. The Department of Mathematics and Computer Science at Laurentian University invites applications for a tenure-track position in Computer Science to begin July 1, 2003. Candidates should have a PhD in Computer Science, a proven research record or evidence of research potential, and demonstrated teaching ability. Candidates from all specialisations of Computer Science are encouraged to apply, but preference will be given to applicants in the areas of graphics, software engineering, database systems and computer networks. Teaching duties for this position will be in English. Candidates should forward a curriculum vitae and arrange for three letters of reference to be sent directly by referees. Applications should be sent to: **Dr. Les Davison, Chair, Department of Mathematics and Computer Science, Laurentian University, Ramsey Lake Road, Sudbury, Ontario, Canada P3E 2C6** or by electronic mail to: les@cs.laurentian.ca Our departmental web address is: www.cs.laurentian.ca.

Mathematics. The Department of Mathematics and Computer Science at Laurentian University invites applications for a tenure-track position in Mathematics to begin July 1, 2003. Candidates should have a PhD in Mathematics, a proven research record or evidence of research potential, and the ability to offer quality teaching. Candidates from all specializations of Mathematics are encouraged to apply; however preference will be given to analysis, probability, statistics and number theory. The department has considerable computer equipment and two computer technologists to assist the staff in their research endeavours. The candidate must be able to teach in French and in English. Laurentian is committed to equity in employment and encourages applications from all qualified applicants, including women, aboriginal peoples, members of visible minorities and persons with disabilities. In accordance with Canadian immigration requirements, this advertisement is directed first to Canadian citizens and permanent residents of Canada. To ensure full consideration, applications should be submitted as soon as possible. Applicants should forward a curriculum vitae and arrange for three letters of reference to be sent directly by referees. Applications should be sent to: **Dr. Les Davison, Chair, Department of Mathematics and Computer Science, Laurentian University, Ramsey Lake Road, Sudbury, Ontario, Canada P3E 2C6** or by electronic mail to: les@cs.laurentian.ca. Our departmental web address is: www.cs.laurentian.ca.

Un poste menant à la permanence. Le département de mathématiques et d'informatique de l'université Laurentienne sollicite des candidatures pour un poste menant à la permanence commençant le premier juillet 2003. Les candidats doivent détenir un docforal en mathématiques et posséder une expérience et des capacités en recherche et enseignement. Les candidats sont encouragés à soumettre leur candidature quelque soit leur spécialisation mais la préférence sera accordée à l'analyse, la probabilité, les statistiques et la théorie des nombres. Le département possède un équipement considérable en informatique et emploie deux technologistes pour assister le personnel dans leur travail de recherche. Le candidat doit pouvoir enseigner en français et en anglais. Pour que la candidature reçoive une pleine considération, elle doit être reçue aussitôt que possible. Les candidats doivent envoyer leur curriculum vitae et faire en sorte que trois lettres de référence soient envoyées directement par les répondants. Les candidatures doivent être envoyées à : **Dr. Les Davison, Directeur, Département de mathématiques et d'informatique, Université Laurentienne, Chemin du lac Ramsey, Sudbury, Ontario, Canada P3E 2C6** ou par courrier électronique à: les@cs.laurentian.ca. Notre site web est situé au: www.cs.laurentian.ca/francais.

Modern Languages & Literatures

Spanish. The Department of Modern Languages and Literatures of Laurentian University invites applications for a tenure-track position at the Assistant Professor level to teach Spanish language and linguistics courses at all undergraduate levels as well as some literature and culture courses on occasion. There is also the possibility of teaching in the Interdisciplinary M.A. in the Humanities. The ideal candidate will have a Ph.D. in Applied Spanish Linguistics along with a strong teaching record and a demonstrated potential for research. Experience with multimedia teaching and an interest in second-language pedagogy will also be assets. Native or near-native fluency in both Spanish and English is required, and fluency in French is desirable. The University offers free second-language courses to its employees. The appointment will be effective July 1st, 2003. Please send applications accompanied by a curriculum vitae, teaching dossier, and a sample of scholarly work, as well as the names of three referees to: **Dr. Diana Iuele-Colfill, Chair, Department of Modern Languages and Literatures, Laurentian University, Ramsey Lake Rd., Sudbury, Ontario, Canada. P3E 2C6.** Referees should write directly to the Chair of the Department. Applications must be received by **April 15, 2003.**

Native Human Services

Tenure-Track Position. The Native Human Services Programme at Laurentian University is seeking a qualified candidate for one tenure track position commencing July 1, 2003. The successful candidate is expected to teach in the undergraduate programme, the M.S.W. programme, conduct scholarly research, work in partnership with First Nations organizations and communities throughout Northeastern Ontario, undertake committee responsibilities, and perform field work supervision. A Ph.D. is desired and an MSW is required. A minimum of three years' social work experience in a First Nation organization or community is an asset. Previous teaching experience and the ability to speak a Native language are definite assets. Native Human Services provides an Honours Bachelor of Social Work. Native Human Services degree which prepares graduates with bi-cultural competencies. The programme has been in existence since 1988. The programme has recently been re-accredited for seven years by the Canadian Association of Schools of Social Work. Interested applicants should forward a curriculum vitae by **April 15, 2003,** to: **Cheryle Partridge, Coordinator, Native Human Services, Laurentian University, Ramsey Lake Road, Sudbury, Ontario, P3E 2C6.**

Nursing

Sabbatical Replacement/Tenure-Track Positions. The English Division of the School of Nursing invites applications for a 10-month sabbatical replacement and two tenure-track positions (to teach in the M.Sc.N.) commencing July 1, 2003. The ideal candidates will have graduate preparation in nursing and an earned PhD or a commitment to completion of a PhD in nursing or related discipline. Evidence of a developing research and publication program is essential. Candidates with a background in adult primary and/or acute health care, child and maternal health and/or occupational health nursing and/or education (curriculum development) are invited to apply. The Nursing department has a commitment to Northern and rural health and health policy research and practice. Undergraduate BScN, Primary Health Care NP, Post RN and MScN programs are offered by the Nursing department. Individuals making application for a position are required to submit the following documentation: (1) A letter of application; (2) A curriculum vitae; (3) A statement of research and teaching interests; (4) A sample of scholarly writing; (5) Sample course outlines and teaching evaluations if available; (6) Graduate transcripts; and (7) Names, addresses and fax numbers of three referees. If interested, please submit all documentation by **April 1, 2003** to: **Dr. Ellen Rukholm, Director, School of Nursing, Laurentian University, 935 Ramsey Lake Road, Sudbury, Ontario, P3E 2C6;** Telephone: (705) 673-6589; Fax: (705) 675-4861; E-mail: erukholm@laurentian.ca.

Philosophy

Morality & Applied Ethics. The Philosophy Department at Laurentian University is looking to fill a tenure-track position in Morality and Applied Ethics. The successful candidate will teach and have an active research profile in both Medical and Business Ethics, and in the history and development of Moral Thought. The position is housed within the Department of Philosophy, but involves an ongoing teaching commitment to the Interdisciplinary M.A. in Humanities, and to courses designed (or to be designed, with the cooperation of the successful candidate) to contribute to the School of Commerce, the new Northern Ontario Medical School, and to other developing graduate programs in the University. The successful candidate will have a Ph.D. at the time of appointment, and teaching and research experience in the field(s). The search committee will begin to review applications received by April 30th and will continue until the position is filled. Send application to: **Dr. Peter Simpson, Department of Philosophy, Laurentian University, Sudbury, ON P3E 2C6.**

Physics & Astronomy

Biomedical Physics. The Department of Physics and Astronomy at Laurentian University invites applications for a tenure-track position at the Assistant Professor level, effective July 1, 2003. Applicants should have a Ph.D. in a medical physics area or in a closely related discipline. The successful candidate will coordinate the department's new B.Sc. program in Radiation Therapy and prepare and teach courses in medical physics or biophysics for the program. A background and research experience in radiation therapy or biomedical imaging is preferred. The candidate is expected to contribute to the research program of the department, which includes collaboration with colleagues at the nearby Northeastern Ontario Regional Cancer Centre and at the Northern Ontario Medical School in which Laurentian is a partner. The Department has an M.Sc. graduate program and a biomedical physics undergraduate program in addition to general and honours physics degree programs. Other research activities include neutrino astrophysics and trace radioisotope research at the Sudbury Neutrino Observatory and theoretical condensed matter and nuclear physics. For further information, visit the web site of the department at www.laurentian.ca/physics/. Bilingual (English/French) ability is an asset. Applications will be accepted until the position is filled. Candidates should send their curriculum vitae, and arrange to have three letters of reference sent to: **Ms. Colette Roy, Department of Physics and Astronomy, Laurentian University, Sudbury, Ontario Canada P3E 2C6;** FAX (705) 675-4868, e-mail: physics_chair@laurentian.ca

Psychology

Tenure-Track Positions. The Department of Psychology is seeking to fill two tenure-track positions at the Assistant Professor level to begin July 1, 2003. The area of expertise is open but candidates with interests in Health or Industrial Psychology are encouraged to apply as are candidates with a specialization in Experimental Psychology or Behavioural Neuroscience. Successful applicants would likely be expected to teach some combination from the following courses: Introduction to Psychology, Motivation, Emotion, Perception, Personality, Social, Industrial, Aging, Neuropsychology, Behavioural Neurobiology, and/or a suitable course depending on the candidate's qualifications. Candidates should have a Ph.D. or be near completion. We are seeking individuals committed to excellence in undergraduate teaching and to scholarly activity. Candidates meeting these criteria from any area of psychology will be considered. The department is large and active and multiple collaborative opportunities exist within and outside the university. For example, opportunity exists to participate in a Master's program. A Sports Psychology program has recently begun and Laurentian University is set to open the province's newest medical school. Send applications, a curriculum vitae, sample publications, and three letters of reference to: **Chair of Search Committee, Psychology Department, Laurentian University, Sudbury, Ontario, P3E 2C6.** Applications will be reviewed commencing in early April but will be accepted until the positions are filled.

Social Work

Ten Month Appointment. The School of Social Work is seeking a candidate for a 10 month appointment in the English stream of the School of Social Work. The successful candidate will be expected to teach at the undergraduate and graduate levels. Preferences will be given to candidates with a PhD in Social Work (or equivalent). The candidate will have extensive experience in one or more of the following areas: children's services, community organizing, social justice, and have the ability to teach direct and indirect practice courses. Send application to: **Dr. Marie-Luce Garceau, Director, School of Social Work, Laurentian University, Sudbury, ON P3E 2C6,** Email: mgarceau@laurentian.ca. Deadline for application is **April 17, 2003.**

Sociology Sociologie

Criminology, Social Justice & Research Methodologies. The Department of Sociology invites applicants for a tenure-track position at the Assistant Professor level in the area of criminology, social justice and research methodologies. Qualifications include completion of a Ph.D. degree and demonstration of teaching ability. This appointment is expected to be effective July 1, 2003. In addition to teaching, duties and responsibilities will include graduate student advising, research, and participation in faculty meetings, limited administrative service and other duties as assigned. The Department also participates in a graduate interdisciplinary program in Human Development; undergraduate programs in Law and Justice; as well as Labour and Trade Union Studies. Applicants should send a curriculum vitae and should arrange to have three letters of reference sent to: **Dr. Mercedes Steedman, Chair, Department of Sociology, Laurentian University, Sudbury, Ontario P3E 2C6;** Fax. (705) 675-4873. The deadline for receipt of applications is **May 15, 2003.**

Criminologie, théorie et méthode. Le département de sociologie sollicite des candidatures pour un poste de professeur menant à la permanence dans les domaines de criminologie, théorie et méthode. La personne retenue enseignera en français au premier et au deuxième cycles. Elle devra faire preuve de polyvalence; elle pourra donner des cours de base en criminologie aussi bien en théorie qu'en méthode. Elle aura en main un doctorat en sociologie — ou son équivalent — et présentera un bon dossier de recherche. Toutes les spécialisations seront prises en considération, mais le comité de sélection accordera une attention particulière aux candidats qui démontreront une expérience en recherche sociale appliquée. La date d'entrée en fonction est le 1er juillet 2003. Le département acceptera les candidatures jusqu'au **15 mai 2003** à l'adresse suivante: **Dr Mercedes Steedman, directrice, Département de sociologie, Université Laurentienne, Chemin du Lac Ramsey, Sudbury (Ontario) P3E 2C6.**

CAREERS CARRIÈRES

■ **YORK UNIVERSITY** — The Department of Film & Video invites applications for one full-time position in Historical, Critical and Theoretical Studies (rank open), effective July 1, 2003 (subject to budgetary approval by the university). The Department offers B.A., B.A. Honours, B.F.A. Honours and M.A degrees in film studies, and faculty members are cross-appointed to other graduate programmes within the university offering cross-disciplinary doctoral work in film (Philosophy, Political Science, Social and Political Thought, History, and Communications and Culture). Responsibilities will include teaching a full range of appropriate undergraduate and graduate courses, supervising graduate thesis work, serving on department, faculty and university committees, student advising and curriculum development. Specialization in one or more of the following is preferred: film history, television and popular culture, documentary, national cinemas, classic and contemporary film theory. Applicants should have a doctorate in film studies or a related discipline, a distinguished and active programme of research and publication, as well as an excellent record of teaching and supervision at both the undergraduate and graduate level. We welcome a working knowledge of both of Canada's official languages, and the ability to support through cross-appointment one of the doctoral programmes noted above. Salary is commensurate with experience and qualifications. The deadline for receipt of applications is March 31, 2003. A letter of application a curriculum vitae, three letters of reference and a brief writing sample should be sent to: Janine Marchessault, Chair, Department of Film & Video, Room 222, Centre for Film and Theatre, York University, 4700 Keele Street, Toronto, Ontario M3J 1P3. York University has an Affirmative Action Program with respect to its faculty and librarian appointments. The designated groups are: women, racial/visible minorities, persons with disabilities, and aboriginal peoples. Persons in these groups must self-identify in order to participate in the Affirmative Action Program. The Department of Film & Video welcomes applications from persons in these groups. The affirmative Action Program can be found on York's website at www.yorku.ca/acadjobs/ or a copy can be obtained by calling the affirmative action office at 416-736-5713. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority.

FINANCE

■ **McMASTER UNIVERSITY** — The Michael G. DeGroote School of Business invites applications for a tenure-track position at the Assistant/Associate Professor level, commencing July 1, 2003 in the area of Finance with research interests in one or more of the following areas: corporate finance, financial markets, market microstructure, banking and international finance. Candidates with interests in other areas may be considered. Qualifications include PhD in Finance, completed or near completion, preferably with demonstrated high quality teaching and research. Duties include research (McMaster is a "research intensive University") and teaching at both the graduate and undergraduate levels. Salary will be commensurate with academic qualifications, teaching and practical experience. Applications should contain a curriculum vitae and the names and contact information of three referees. Send applications and all supporting documentation to: Dr. V.V. Baba, Dean, Michael G. DeGroote School of Business, McMaster University, 1280 Main Street West, Hamilton, ON L8S 4M4. Email: baba@mcmaster.ca, Fax: (905) 526-0852. All qualified candidates are encouraged to apply; however, Canadian and Permanent Residents will be given priority. McMaster University is strongly committed to employment equity within its community, and to recruiting diverse faculty and staff. The University encourages applications from all qualified candidates, including women, members of visible minorities, Aboriginal persons, members of sexual minorities, and persons with disabilities. Applications will be considered until the position is filled.

FINE ARTS

■ **THE UNIVERSITY OF WATERLOO** — The Department of Fine Arts invites applications for a tenure-track position in Studio Art at the rank of Assistant Professor commencing July 1, 2003. The successful candidate will have an MFA or equivalent, a strong curriculum history, a proven commitment to teaching and a vital art practice. We are looking for candidates whose practice and teaching experience include a variety of media. In addition to drawing, candidates should have expertise in at least two of the following areas: computer imaging, sculpture, printmaking, photography or painting. Teaching duties will include all four levels of undergraduate study as well as graduate supervision in our MFA program for which a demonstrated knowledge of contemporary art theory is required. The Fine Arts Department offers a collegial atmosphere in a small, vibrant department, within a renowned, innovative university. The primary focus of the department is in Studio, however we offer full degree programs in Art History and Film Studies. There are a number of important arts institutions within the region including The Canadian Clay and Glass Gallery, The Kitchener Waterloo Art Gallery and The Cambridge Galleries. Applicants should send their curriculum vitae, 20 recent slides, names of three referees, and outlines of up to three courses recently taught, to the attention of Professor Jane Buyers, Chair, The Department of Fine Arts, University of Waterloo, 200 University Ave West, Waterloo, N2L 3G1. Applications will be considered at any time, until the position is filled. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. This appointment is subject to the availability of funds.

FORENSIC SCIENCE

■ **THE UNIVERSITY OF WINDSOR** invites applications for a tenure-track faculty position in the area of Forensic Science at the rank of Assistant or Associate Professor commencing as early as July 1, 2003. This position is subject to final budgetary approval. A PhD in disciplines related to Forensic Science, such as Physical Anthropology, Criminology, Forensic Biology/Chemistry or Psychology is required as well as substantial evidence of excellence in research and teaching. Contact: Dr. Bruce Tucker, Chair, Forensic Science Appointments Committee, University of Windsor, Windsor, ON N9B 3P4; Tel: 519.253.3000 Ext 2323, Fax 519.971.3610; E-mail: tucker1@uwindsor.ca. For information on the University of Windsor or the City of Windsor, contact Dr. Janice Drakich, Director, Faculty Recruitment at 877-665-6608 (toll free) or recruit@uwindsor.ca.

FRENCH STUDIES

■ **THE UNIVERSITY OF GUELPH** invites applications for a one year contractually limited reduced workload faculty appointment at 85% in the School of Languages and Literatures/French Studies (Département d'études françaises) at the rank of Assistant Professor, effective July 1, 2003 or negotiable. Strong academic credentials and the ability to teach courses in French as a second language are required. Duties will include teaching language courses at the first or second-year level, and Quebec literature courses at the second- and third-year level. The candidate must have a PhD in French Studies, preferably in Quebec and French-Canadian literature, a successful teaching record in language and literature courses at University level, and possess native or near-native fluency in French and English. These courses will be taught in the Fall 2003 semester, and three courses during the Winter 2004 semester. Applicants should send current curriculum vitae, email address, statement of teaching interests, and should arrange to have three letters of reference sent to Dr. Daniel Chouinard, Director of the School of Languages and Literatures, University of Guelph, Guelph, ON, N1G 2W1 by March 31, 2003. The University of Guelph is committed to an employment equity program that includes special measures to achieve diversity among its faculty and staff. We therefore particularly encourage applications from qualified Aboriginal Canadians, persons with disabilities, members of visible minorities and women. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.

GEOMECHANICS

■ **THE UNIVERSITY OF TORONTO** — The Department of Civil Engineering at the University of Toronto invites applications for a tenure stream position at the Assistant Professor level, although candidates with an outstanding research record may be considered at the Associate Professor level. The position is most closely aligned with the Department's Geomechanics group; however, the appointee will be expected to engage in interdisciplinary research through the newly formed Lassonde Institute. The Geomechanics group constitutes six faculty with a focus in soil and rock behaviour, including stability, fracture and flow of geomaterials, soil and rock physics, and the dynamics and fragmentation. Experimental expertise exists in theoretical, numerical, and lab- and field-scale physical testing approaches. Candidates must have a doctoral degree in engineering or the allied sciences, be eligible for registration as a Professional Engineer in Ontario and have a background appropriate to developing comprehensive research programs in complementary areas of interest which could include, for example, high strain rate (shock and impact) response of brittle materials, micromechanical aspects of geomaterial behaviour, or constitutive modeling of geomaterials including large-scale mass behaviour. The appointee must also embrace the full range of academic responsibilities, including active participation in undergraduate and postgraduate teaching, graduate student supervision, and building University enterprise through administrative contributions. Excellent skills in communication, teamworking, and complex task organization are essential. Both the Department and the newly formed Lassonde Institute provide outstanding collaborative opportunities with leading researchers in the vast array of investigative endeavours conducted through the University of Toronto and its allied institutions, as well as with industry leaders. The Department and the Institute are aggressive in their pursuit of the highest quality research laboratories, bright and imaginative students, and innovative principal investigators. We are also fully committed to partnering with the best research centres worldwide. The City of Toronto is the nation's cultural and economic hub, embracing a diverse population and supporting a quality of living that is hailed by the United Nations as one of the best in the world. The University of Toronto, located in the heart of the city, is similarly committed to diversity in all aspects of its community life. The anticipated starting date is 1 July 2003. A review of applications will begin 15 April 2003 and will continue until the position is filled. The University of Toronto is committed to competitive salaries and benefits packages. All interested applicants should submit a detailed curriculum vitae, including publications and evidence of capacity and impact, as well as a description of their research, teaching, and professional interests in addition to a list of at least four professional and character references to: Professor Barry J. Adams, Chair, Department of Civil Engineering, University of Toronto, 35 St. George Street, Room GB107, Toronto, Ontario, M5S 1A4, Canada. The University of Toronto is strongly committed to diversity within its community and especially welcomes applications from visible minority group members, women, Aboriginal persons, persons with disabilities, members of sexual minority groups, and others who may contribute to the further diversification of ideas. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.

HISTOIRE

■ **L'UNIVERSITÉ D'OTTAWA** — Le Département d'histoire annonce l'ouverture d'un poste de professeur remplaçant à durée limitée de deux ans en Histoire de l'Europe des XIXe et XXe siècles. Le champ de spécialisation est ouvert. Entrée en fonction: 1er juillet 2003. Préférence accordée aux candidats possédant le doctorat, des publications et de l'expérience dans l'enseignement. Le candidat devra enseigner en anglais. Rang: Professeur adjoint. Salaire: selon la convention collective. Prière de faire parvenir son curriculum vitae et trois lettres de recommandation au Directeur, Département d'histoire, Université d'Ottawa, Ottawa, Ontario, K1N 6N5. Date limite pour soumettre sa candidature: le 31 mars 2003. Toutes les personnes qualifiées sont encouragées à poser leur candidature. Toutefois, la priorité sera donnée aux citoyens canadiens et aux résidents permanents. L'Université d'Ottawa a une politique d'équité en matière d'emploi.

■ **L'UNIVERSITÉ D'OTTAWA** — Le Département d'histoire annonce l'ouverture d'un poste de professeur remplaçant à durée limitée de deux ans en Histoire de l'Europe. Le champ de spécialisation est ouvert, mais le candidat devra enseigner un cours en histoire de l'Europe au XXe siècle. Entrée en fonction: 1er juillet 2003. Préférence accordée aux candidats possédant le doctorat, des publications et de l'expérience dans l'enseignement. Le candidat devra enseigner en français. Rang: Professeur adjoint. Salaire: selon la convention collective. Prière de faire parvenir son curriculum vitae et trois lettres de recommandation au Directeur, Département d'histoire, Université d'Ottawa, Ottawa, Ontario, K1N 6N5. Date limite pour soumettre sa candidature: le 31 mars 2003. Toutes les personnes qualifiées sont encouragées à poser leur candidature. Toutefois, la priorité sera donnée aux citoyens canadiens et aux résidents permanents. L'Université d'Ottawa a une politique d'équité en matière d'emploi.

HISTORY

■ **THE UNIVERSITY OF OTTAWA** — The Department of History invites applications for a two-year limited term appointment in the History of Europe, 19th and 20th Century; area of specialization open. Starting date: July 1, 2003. Requirements: PhD, publications and teaching experience preferred. The candidate will be required to teach in English. Rank: Assistant Professor. Salary: According to Collective Agreement. Applicants should submit a curriculum vitae and three letters of reference to the Chairperson, Department of History, University of Ottawa, Ottawa, Ontario, K1N 6N5. Deadline for applications: March 31, 2003. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Employment equity is University policy.

■ **THE UNIVERSITY OF OTTAWA** — The Department of History invites applications for a two-year limited term appointment in the History of Europe. The area of specialization is open, but the candidate will be required to teach a course on Europe in the 20th century. Starting date: July 1, 2003. Requirements: PhD, publications, and teaching experience preferred. The candidate will be required to teach in French. Rank: Assistant Professor. Salary: According to the Collective Agreement. Applicants should submit a curriculum vitae and three letters of reference to the Chairperson, Department of History, University of Ottawa, Ottawa, Ontario, K1N 6N5. Deadline for applications: March 31, 2003. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Employment equity is University policy.

■ **THE UNIVERSITY OF OTTAWA** — The Department of History invites applications for a two-year limited term appointment in the History of the United States. The candidate will also be required to teach at least one course in 20th century World History. Starting date: July 1st, 2003. Requirements: PhD, publications, and teaching experience preferred. The candidate will be required to teach in English. Rank: assistant Professor. Salary: According to the Collective Agreement. Applicants should submit a curriculum vitae and three letters of reference to the Chairperson, Department of History, University of Ottawa, Ottawa, Ontario, K1N 6N5. Deadline for applications: March 31, 2003. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Employment equity is University policy.

■ **THE UNIVERSITY OF BRITISH COLUMBIA** — The History Department invites applications for a tenure-track appointment at the level of Assistant Professor in the linked fields of International Relations and Southeast Asian history. The successful candidate would contribute to the department's interest in world/international history, and would be expected to teach required history courses for the International Relations Program. The appointee would also contribute to the department's interest in identity formation in the colonial and post-colonial world. The successful candidate is expected to have the intellectual breadth and flexibility commensurate with such an appointment, and a research knowledge of a Southeast Asian language. Applicants should have a completed PhD or doctoral degree, teaching experience, competence in the languages of their primary sources, and a commitment to scholarship reflected in published or forthcoming work. Applicants should send a current c.v. and covering letter and arrange for three letters of reference, all to be sent to: Professor William Way, Chair, Search Committee in Southeast Asian History, History Department, University of British Columbia, Room 1297, 1873 East Mall, Vancouver, B.C. V6T 1Z1, Canada. Complete applications must be received by 24 March 2003. This position is subject to final budgetary approval. The University of British Columbia hires on the basis of merit and is committed to employment equity. We encourage all qualified persons to apply; however, Canadians and permanent residents of Canada will be given priority.

■ **ALGOMA UNIVERSITY COLLEGE** — The Department of History invites applications for a tenure track position in Canadian History at the Assistant Professor level, subject to budgetary approval. The successful candidate will teach the Canadian survey course and upper year courses in Canadian and U.S. history. Applicants should have a PhD, undergraduate teaching experience, and a demonstrated commitment to research and publishing. We are particularly interested in candidates who have research interests in the environment,

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YORK UNIVERSITY
Assistant Professor in Animal Physiology

YORK U redefining the POSSIBLE

The **Department of Biology** invites applications for a tenure-track position at the Assistant Professor level in **Comparative Animal Physiology**. Preference will be given to candidates using integrative approaches in fields such as neurobiology or endocrinology.

The Department is diverse, research-intensive and well equipped. It has a traditional strength in animal physiology and interactions are encouraged with other areas of strength such as cell and molecular biology and population biology. Our website (www.biol.yorku.ca/grad/faculty.htm) contains further information about current research activity.

The successful candidate will have a PhD, post-doctoral experience and an outstanding research record, and will be expected to develop a strong, externally-funded research program and to contribute to teaching animal biology-related courses at undergraduate and graduate levels.

The position will be available July 2003 or as negotiated. Review of applications will begin on 15 April 2003.

All positions at York University are subject to budgetary approval. York University has an Affirmative Action Program with respect to its faculty and librarian appointments. The designated groups are: women, racial/visible minorities, persons with disabilities and aboriginal peoples. Persons in these groups must self-identify in order to participate in the Affirmative Action Program. The Department of Biology welcomes applications from persons in these groups. The Affirmative Action Program can be found on York's website at www.yorku.ca/acadjobs/index.htm or a copy can be obtained by calling the affirmative action office at 416-736-5713. All qualified candidates are encouraged to apply; however, Canadian citizens and Permanent Residents will be given priority.

Please mail curriculum vitae, an outline of research plans and single copies of three publications, and arrange to have three letters of reference sent to: **Dr. C.G.H. Steel, Department of Biology, York University, 4700 Keele Street, Toronto, Ontario M3J 1P3, Canada;** Fax: (416) 736-5698.

Comptant 10 facultés et accueillant 28 000 étudiant(e)s, l'Université d'Ottawa est la plus importante université bilingue d'Amérique du Nord. En matière d'emploi, l'Université est réputée pour son approche axée sur l'esprit d'équipe ainsi que sur l'accueil et l'intégration des personnes.

Le Département de science politique de l'Université d'Ottawa sollicite des candidatures pour deux postes de professeur(e) adjoint(e) menant à la permanence, dont l'entrée en fonction est le 1er juillet 2003. Ces postes sont conditionnels à l'approbation budgétaire finale.

Professeur(e) adjoint(e)
Relations internationales

Le Département souhaite recruter une personne dont les recherches se situent en relations internationales, en particulier dans les domaines suivants : théorie des relations internationales, mondialisation, sécurité et économie politique internationale.

Professeur(e) adjoint(e)
Pensée politique

Le Département souhaite recruter une personne dont les recherches se situent en pensée politique, avec un intérêt pour l'analyse des idéologies et la pensée politique/sociale ancienne ou moderne.

Pour tous ces postes, vous devez posséder, de préférence, un doctorat lors de votre entrée en fonction et devez être en mesure d'enseigner en français et en anglais.

Les personnes intéressées à poser leur candidature doivent faire parvenir leur curriculum vitae, une lettre décrivant leur expérience en enseignement et en recherche ainsi que trois lettres de recommandation, avant le 31 mars 2003, à : Paul-Normand Dussault, Directeur, Département de science politique, Université d'Ottawa, 75, avenue Laurier Est, C.P. 450, succ. A, Ottawa (Ontario) K1N 6N5.

L'Université a une politique d'équité en matière d'emploi. Les femmes et les membres des communautés minoritaires sont fortement encouragés à poser leur candidature. Conformément aux exigences prescrites en matière d'immigration au Canada, cette annonce s'adresse aux citoyennes ou citoyens canadiens et aux résidents permanents du Canada.

With 10 faculties and 28,000 students, the University of Ottawa is North America's premier bilingual university. In terms of employment, the University is recognized for its team spirit and approach to welcoming and integrating people.

The Department of Political Science of the University of Ottawa is accepting applications for two tenure-track positions at the rank of Assistant Professor. The starting date is July 1, 2003. These positions are subject to final budgetary approval.

Assistant Professor
International Relations

The Department wishes to recruit a person whose research focuses on international relations, with an interest in the following areas: theory of international relations, globalisation, security and international political economy.

Assistant Professor
Political Thought

The Department wishes to recruit a person whose research focuses on political thought with an interest in the analysis of ideologies and a background in ancient or modern political/social thought.

For all of these positions, you will preferably hold a Ph.D. at the time of employment and you must be able to teach in French and English.

Interested candidates should forward their résumé, a letter describing their teaching and research experience, as well as three letters of reference, before March 31 2003, to: Paul-Normand Oussault, Chair, Department of Political Science, University of Ottawa, 75 Laurier Avenue East, P.O. Box 450, Station A, Ottawa (Ontario) K1N 6N5.

The University of Ottawa subscribes to an employment equity policy. Women and members of visible minorities are strongly encouraged to apply. In accordance with Immigration Canada, preference will be given to Canadian citizens and permanent residents.

Université d' University of Ottawa

www.uottawa.ca

CAREERS CARRIÈRES

resource development, constitutional history, and Northern Ontario. Please send applications, including a Curriculum Vitae, and three letters of reference to: Dr. Arthur Perfitt, Academic Dean, Algoma University College, 1520 Queen Street East, Sault Ste. Marie, Ontario, P6A 2G4. Applications will be considered until the position is filled. Algoma University College offers over 25 undergraduate degree programmes in a small, personal environment where students can maximize their university experience (for more information, visit our website at www.auc.ca). Sault Ste. Marie, Ontario, with a population of approximately 80,000, offers the amenities of a large urban center — theatre, music, restaurants, galleries, recreation and professional services — in combination with the friendliness, safety, and clean environment of a smaller center. Situated in the heart of the Great Lakes, the city is surrounded by lakes, rivers, and forests, and provides easy access for those interested in boating, hiking, camping, and Eco-tour experiences. In accordance with Canada employment and immigration regulations, this advertisement is directed first to Canadian citizens and permanent residents. Algoma University College welcomes applications from all qualified individuals, including women, members of visible minorities, aboriginal persons, and persons with disabilities.

■ **THE UNIVERSITY OF WINNIPEG** — The Department of History invites applications for a position in Canadian History at the rank of Assistant Professor. The successful candidate must have a strong commitment to undergraduate teaching, as well as to research. He / she will be expected to teach courses in several areas of Canadian history, including aboriginal history; ability also to offer courses in an area other than Canadian history is desirable. Most of the teaching responsibilities will be in the integrated BA / BEd programme at the University of Winnipeg Education Centre, a facility specializing in post-secondary access programmes for non-traditional students from the inner-city. Other teaching will be offered at the University of Winnipeg main campus. Applicants should be committed to post-secondary access programmes and should have experience with such teaching. Upon satisfactory completion of a five-year probationary period, this position will continue for the duration of the programme at the University of Winnipeg Education Centre. Applicants should have a PhD. Salary and rank commensurate with qualifications and experience. The University of Winnipeg is committed to employment equity, welcomes diversity in the workplace and encourages applications from all qualified individuals including women, members of visible minorities, aboriginal persons and persons with disabilities. In accordance with Canadian immigration requirements, this advertisement is initially directed to Canadian citizens and permanent residents. Subject to budgetary approval, this position will commence on July 1, 2003. Interested applicants should submit a curriculum vitae, sample of research, and teaching dossier and should arrange for letters from three referees. Deadline for the receipt of applications and references is 31 March 2003. Address all communications to: Professor David G. Burley, Chair, Department of History, The University of Winnipeg, 515 Portage Avenue, Winnipeg, MB, R3B 2E9, Phone: 204-786-9012, Fax: 204-774-4134, E-mail: d.burley@uwinnipeg.ca.

■ **THE UNIVERSITY OF WINDSOR** invites applications for a tenure-track position in the Department of History in the area of Canadian History commencing as early as July 1, 2003. Subject to budgetary approval. For a detailed position description visit our website at: www.uwindsor.ca/facultypositions. Contact: Dr. Bruce Tucker, Head, Department of History, University of Windsor, Windsor, Ontario N9B 3P4, Phone: 519 253.3000, Ext. 2323, Fax: 519. 971.3610, E-mail: tucker1@uwindsor.ca. For information on the University of Windsor or the City of Windsor, contact Dr Janice Drakich, Director, Faculty Recruitment at 877 665-6608 (toll free) or recruit@uwindsor.ca.

■ **McMASTER UNIVERSITY** — The Department of History and the History of Health and Medicine Unit invite applications for a contractually limited position in United States history/history of medicine at the rank of Assistant Professor, for the period July 1, 2003 to June 30, 2004. The teaching load will be 15 units and includes a first-year one-term survey, America and the World: The Twentieth Century, a level two one-term survey in United States history since the Civil War, a level three one-term course in twentieth-century North American women's history, and a level four year-long seminar covering aspects of the history of health and medicine in the modern western world. The minimum annual salary at the rank of Assistant Professor as of July 1, 2003 is $48,129.00. The successful applicant will be a full colleague in the History Department and a Research Associate of the History of Health and Medicine Unit and have access to administrative support from both sources. Further, she or he will have particular responsibilities for assisting in the administrative activities of the History of Health and Medicine Unit. She or he will have a PhD completed by the starting date, and should have teaching experience as an instructor. Applications, including curriculum vitae and letters sent by three academic referees, should be addressed to: Professor Ken Cruikshank, Interim Chair, Department of History, McMaster University, 1280 Main Street West, Hamilton, Ontario, Canada L8S 4L9, Email: cruiksha@mcmaster.ca. Applications received before May 1, 2003 will be assured of consideration.

■ **McMASTER UNIVERSITY** — The Department of History invites applications for a contractually limited position in modern European history, with the ability to teach Russian history, at the rank of Assistant Professor, for the period August 1, 2003 to April 30, 2004. The teaching load will be 18 units (3 courses over 2 terms) and includes a level two year-long survey in nineteenth and twentieth-century European history, a level three year-long course in nineteenth and twentieth century Russian history, and a level four year-long seminar in twentieth-century European history. The pro-rated salary at the rank of Assistant Professor as of July 1, 2003 for the nine month period is $36, 099.00. The successful applicant will be a full colleague in the department, having access to departmental support, and be expected to participate in the research and administrative activities of the department. She or he will have a PhD completed by the starting date, and should have teaching experience as an instructor. Applications, including curriculum vitae and letters sent by three academic referees, should be addressed to: Professor Ken Cruikshank, Interim Chair, Department of History, McMaster University, 1280 Main Street West, Hamilton, Ontario, Canada L8S 4L9, Email: cruiksha@mcmaster.ca. Applications received before May 1, 2003 will be assured of consideration.

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HUMANITIES

■ **THE UNIVERSITY OF WINDSOR** invites applications for Visiting Humanities Fellowships, tenable at the University of Windsor in the 2003–2004 academic year. Scholars with research projects in traditional humanities disciplines or in theoretical, historical, or philosophical aspects of the sciences, social sciences, arts and professional studies are invited to apply. For a detailed position description visit our website at: www.uwindsor.ca/facultypositions. Contact: Dr Lorenzo Buj, Interim Director, Humanities Research Group, University of Windsor, 401 Sunset Avenue, Windsor, Ontario N9B 3P4; Tel: 519.253.3000 Ext. 3508; Fax: 519.971.3620; Email: hgmail@uwindsor.ca. For information on the University of Windsor or the City of Windsor, contact Dr Janice Drakich, Director, Faculty Recruitment at 877-665-6608 (toll free) or recruit@uwindsor.ca.

HUMAN RESOURCES/ MANAGEMENT

■ **McMASTER UNIVERSITY** — The Michael G. DeGroote School of Business invites applications for a tenure-track position at the Assistant Professor level, commencing July 1, 2003 in the area of Human Resources/Management. The candidate's PhD should be completed by the commencement of the appointment, preferably with demonstrated high quality teaching and research expertise in one or more of the following areas: Human Resources/Strategic HR, Industrial Relations or Organizational Behaviour. Preference will be given to candidates whose research and teaching interests span across two or more of the above domains. Duties include research (McMaster is a "research intensive University") and teaching at both the graduate and undergraduate levels. Salary will be commensurate with academic qualifications, teaching dossier and practical experience. Applications should contain a curriculum vitae and the names and contact information of three referees. Send applications and all supporting documentation to: Dr. V.V. Babe, Dean, Michael G. DeGroote School of Business, McMaster University, 1280 Main Street West, Hamilton, ON L8S 4M4, Email: baba@mcmaster.ca, Fax: (905) 526-0852. All qualified candidates are encouraged to apply; however, Canadian and Permanent Residents will be given priority. McMaster University is strongly committed to employment equity within its community, and to recruiting diverse faculty and staff. The University encourages applications from all qualified candidates, including women, members of visible minorities, Aboriginal persons, members of sexual minorities, and persons with disabilities. Applications will be considered until the position is filled.

INFORMATION TECHNOLOGY

■ **YORK UNIVERSITY** — Applications are invited for two limited term (one or two years) Assistant Professor appointments in Information Technology in the Faculty of Arts to commence July 1, 2003. Appointments at the Associate level may also be considered. The York Information Technology program is interdisciplinary. While emphasizing core topics in Computer Science, Mathematics, and Statistics, the program also recognizes the need for graduates to work in multifaceted organizations within today's information-centric economy. Thus, the program also embraces disciplines such as Economics, Humanities, Social Science, History, Philosophy, and Psychology. The program has over 1000 majors in the Faculty of Arts. The program is seeking people who can contribute to teaching courses in Java programming, database use and design, systems analysis, and human-computer interaction. The positions are currently housed in the Department of Mathematics and Statistics. Applicants should have a PhD and a strong record of teaching and research related to information technology. Applicants with PhDs in fields other than computer science are encouraged to apply but computing or information technology should form a central component in the individual's education and research. Preference will be given to candidates who can strengthen existing areas of ongoing research activity in the unit. Enquiries and applications, with curriculum vitae, should be sent to: ITEC Search Committee, Department of Mathematics and Statistics, Faculty of Arts, York University, 4700 Keele Street, Toronto, Ontario, Canada M3J 1P3, Fax: (416) 736-5757, E-mail: itec@mathstat.yorku.ca. Applicants should arrange for three letters of reference to be sent to this same address. At least one of the letters should address teaching. More information on the program can be found at www.yorku.ca/itec. The decision process will begin on 1 April 2003 until the positions are filled. York University has an Affirmative Action Program with respect to its faculty and librarian appointments. The designated groups are: women, racial/visible minorities, persons with disabilities and aboriginal peoples. Persons in these groups must self-identify in order to participate in the Affirmative Action Program. The Department of Mathematics and Statistics welcomes applications from persons in these groups. The Affirmative Action Program can be found on York's website at www.yorku.ca/acadjobs or a copy can be obtained by calling the affirmative action office at 416-736-5713. All qualified candidates are encouraged to apply; however, Canadian citizens and Permanent Residents will be given priority.

■ **CARLETON UNIVERSITY** — Applications are invited for a term appointment at the Assistant Professor level, to commence July 1, 2003, in the new Bachelor of Information Technology program. This position is subject to a budgetary approval. The B.I.T. degree program offers two distinct streams: a specialization in Network Technology and a specialization in Interactive Multimedia and Design. Both streams are unique in Canada and provide an innovative mix of courses drawing on a variety of disciplines. The program combines a strong foundation in academic theory with hands-on training. Further information on the B.I.T. program is available from www.BITdegree.ca. Candidates are required to have a PhD in one of the disciplines of electrical engineering, communications engineering or computer science, and demonstrate a strong commitment to both teaching and research. Candidates will be evaluated on the basis of demonstrated teaching and research ability in the areas of advanced communications networks and systems, information networks and computer programming. Some industrial experience would be an asset. Applications, with a curriculum vitae, and the names of three referees should be sent to: Dr. S.A. Mahmoud, Dean, Faculty of Engineering and Design, Carleton University, 1125 Colonel By Drive, Ottawa, Ontario K1S 5B6, Telephone: (613) 520-5720, Fax: (613) 520-7481. The deadline for applications is April 30, 2003. All qualified candidates are encouraged to apply; however Canadians and permanent residents will be given priority. Carleton University is committed to equality of employment for women, aboriginal peoples, visible minorities, and persons with disabilities. Persons from these groups are encouraged to apply.

INTERNATIONAL BUSINESS

■ **THE UNIVERSITY OF ALBERTA** School of Business invites applications for the Carthy Chair in International Business. The University of Alberta is one of the leading research universities in Canada. To fill this senior and prestigious professorship, we are looking for a candidate with a strong research record in any area of international research including, but not limited to, International Business, International Economics, International Finance, International Management. The candidate will be expected to play a leadership role in developing further the School's growing international focus, including the MBA specialization in International Business. It is expected that the appointment will be made at the Full Professor level. Associate level appointments may be considered. Salary is competitive with business schools in Canada. A PhD is required. The competition remains open until the position is filled. Applications should be forwarded to Dr. Richard O. Johnson, Acting Chair, Department of Marketing, Business Economics and Law, The University of Alberta School of Business, Edmonton, Alberta T6G 2R6. All qualified candidates are encouraged to apply, however, Canadians and permanent residents will be given priority. If suitable Canadian citizens or permanent residents cannot be found, other individuals will be considered. The University of Alberta hires on the basis of merit. We are committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons.

INTERNATIONAL DEVELOPMENT STUDIES

■ **SAINT MARY'S UNIVERSITY** — International Development Studies is an interdisciplinary program at Saint Mary's University offering undergraduate degrees as well as MA degrees and a Graduate Diploma. The Faculty of Arts invites applications for a new tenure-track position in this program at the rank of Assistant or Associate level commencing August 1, 2003. The specialization is open, but preference will be given to scholars in development economics or the political economy of international development, and also to those with an area interest in either Asia or Latin America. Applicants must have a PhD and a record of scholarly productivity and teaching at graduate and undergraduate levels. Successful candidates will be cross-appointed to an appropriate department in the Faculty of Arts. They will be expected to support the core International Development Studies program at both undergraduate and graduate levels, help develop the program, and participate in the supervision of Honours and Masters theses and projects. A search for a Co-ordinator of the International Development Studies program is also underway. At their discretion, applicants for the new tenure-track position can indicate their interest in being considered for the position of Co-ordinator in combination with the professorial appointment. To qualify, such applicants must be established and active scholars, experienced and effective administrators in the academic setting, and have a record of successful teaching at graduate and undergraduate levels. The Co-ordinator will have a vision for the International Development Studies program, and have demonstrated skills in leading a diverse community of interdisciplinary scholars from across the University. The appointment would be at the rank of Associate or higher. Saint Mary's University is uniquely committed to serving the local, regional, national and international communities, a commitment which it realizes through outreach activities, community-based research programs, and contributions to life-long learning. Its distinctly international character is reflected in its proportion of international students and success in securing funding for international projects. Saint Mary's has a number of collaboration agreements with universities and educational agencies around the world. The Faculty of Arts is particularly interested in candidates who can contribute to the greater internationalization of the Saint Mary's curriculum as a way of engaging global issues and of preparing students to live and work in a global environment. Applicants are asked to submit a curriculum vitae, an example of recent published work, and a teaching dossier. They should also provide the names, addresses and contact number for three referees, and arrange for them to submit confidential letters of reference to Saint Mary's. Application packages and letters of reference should be sent directly to Dr. Esther E. Enns, Acting Co-ordinator of International Development Studies and Dean of Arts, Saint Mary's University, Halifax, Nova Scotia, B3M 3C3. Applicants are responsible for ensuring that their files are complete. The deadline for completed applications is April 15, 2003. Although candidates of all nationalities are encouraged to apply, Canadian immigration policy requires that priority consideration be given to qualified Canadian citizens and permanent residents. Saint Mary's University is committed to the principles of employment equity. Appointment is subject to final budgetary approval; salary will be commensurate with rank.

UNIVERSITY OF ALBERTA
EDMONTON, ALBERTA, CANADA

www.careers.ualberta.ca

Epidemiologist or Biostatistician

The University of Alberta is seeking to recruit an Epidemiologist or Biostatistician to fill a full time tenure track position in the Department of Public Health Sciences in the Faculty of Medicine and Dentistry. It is anticipated that the successful candidate will have a strong interest in epidemiological methodology. The person appointed will be expected to develop an independent research program while contributing to ongoing scholarly activity, teaching and thesis supervision within the Department. Candidates holding a PhD and with a strong record of publication in any field of application will be considered. Existing strengths within the Department include the epidemiology of injury, occupational and environmental disease, mental disorders, clinical epidemiology, biostatistics, pharmacoepidemiology, outcomes research and health technology assessment. The Department, one of the largest in the field in Canada, has more than 100 graduate students in MSc, PhD and MPH programs, with an annual research income in excess of $6 million (www.phs.ualberta.ca).

The Department looks to appoint a candidate, an epidemiologist or biostatistician, within 10 years of obtaining a doctoral degree who has a strong record of research and publication. The position will carry a commensurate rank and salary. The successful candidate may be nominated for a Canada Research Chair. Expressions of interest, including a letter of application and curriculum vitae, should be sent by June 1, 2003 to:

Dr. N. M. Cherry, Chair
Epidemiology Search and Selection Committee
Department of Public Health Sciences
13-103 Clinical Sciences Building
Edmonton, Alberta T6G 2G3 Canada
E-mail: ncherry@ualberta.ca
from whom further inquiries can be made in confidence.

The University of Alberta is a leading research-intensive institution in Edmonton, Alberta, Canada. To complement a challenging and fulfilling professional career, Edmonton and Alberta present diverse cultural, recreational and social offerings in an attractive economic background.

All qualified candidates are encouraged to apply, however, Canadians and permanent residents will be given priority. If suitable Canadian citizens or permanent residents cannot be found, other individuals will be considered. The University of Alberta hires on the basis of merit. We are committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons.

DALHOUSIE UNIVERSITY
Faculty of Science

NSERC University Faculty Awards for Tenure-Track Assistant Professors

DALHOUSIE UNIVERSITY invites applications from women of outstanding achievement who wish to be considered for an NSERC University Faculty Award. Applicants will have received a PhD degree in the past four years and will have demonstrated excellence in research in the natural sciences. Nominated candidates will be appointed to a probationary tenure-track position effective 1 July 2004 conditional on receiving this award. Interested candidates should consult the eligibility criteria for the UFA at the following website: http://www.nserc.ca/programs/schol4_e.htm.

DALHOUSIE UNIVERSITY is an Employment Equity/Affirmative Action Employer. The University encourages applications from Aboriginal peoples, racially visible people, and persons with a disability. This award is available to Canadian citizens or permanent residents.

Enquiries and applications should be directed to the Chair of the appropriate department, DALHOUSIE UNIVERSITY, Halifax, NS, Canada, B3H 4R2, as follows: Dr. R.J. Boyd, Chemistry; Dr. Martin Gibling, Earth Sciences; Dr. Patrick Keast, Mathematics and Statistics; Dr. G. Stroink, Physics and Atmospheric Science; Dr. R. Brown, Psychology. To apply, send a curriculum vitae, a short statement of research interests, and a publication list with selected reprints to the appropriate Chair and arrange for three confidential reference letters to be sent to the same address.

Applications should be sent before 1 September 2003.

CAREERS CARRIÈRES

■ **YORK UNIVERSITY** — The Division of Social Science invites applications for a one-year contractually limited appointment in the field of International Development with a regional focus on Latin America starting July 1, 2003. Applicants should hold a PhD or be near the completion of a PhD and must demonstrate experience in interdisciplinary teaching at the introductory and upper levels. Scholarly publications in the broad field of International Development will be considered an asset. The successful candidate will be expected to teach three interdisciplinary courses from this list of four courses: the advanced core-course of the International Development Studies Program, the introductory core-course of the Latin American & Caribbean Studies Program, and either a first-year foundations course on Cross-Cultural Studies or an upper-level course on the Political Economy of Latin America and the Caribbean. Candidates are asked to submit a curriculum vitae, a statement of teaching and research interests, and a sample publication; and to have three referees send letters of reference directly to: Dr. Mary-Louise Craven, Chair, Division of Social Science, S756A Ross Building, York University, 4700 Keele Street, Toronto, Ontario, M3J 1P3, tel: (416) 736-2100 x77812; fax: (416) 736-5574, email: mlc@yorku.ca. Deadline for applications is April 1, 2003. York University has an Affirmative Action Program with respect to its faculty and librarian appointments. The designated groups are: women, racial/visible minorities, persons with disabilities and aboriginal peoples. Persons in these groups must self-identify in order to participate in the Affirmative Action Program. The Division of Social Science welcomes applications from persons in these groups. The Affirmative Action Program can be found on York's website at www.yorku.ca/acadjobs/ or a copy can be obtained by calling the affirmative action office at 416-736-5713. All appointments are subject to budgetary approval. In accordance with Canadian immigration requirements, Canadian citizens and permanent residents will be considered first for this position; applications are invited from qualified individuals regardless of their immigration status in Canada.

ITALIAN

■ **THE UNIVERSITY OF WINDSOR** invites applications for a one-year limited-term position in the Department of Languages, Literatures, and Cultures in the area of Italian Studies commencing as early as July 1, 2003. Subject to budgetary approval. For a detailed position description visit our website at: www.uwindsor.ca/facultypositions. Contact: Dr. Susan Wendt-Hildebrandt, Head, Languages, Literatures, and Cultures, University of Windsor, Windsor, Ontario, N9B 3P4; Tel: 519-253-3000, Ext. 2873; Fax: 519-971-3648; e-mail: swh@uwindsor.ca. For information on the University of Windsor or the City of Windsor, contact Dr. Janice Drakich, Director, Faculty Recruitment at 877-665-6608 (toll free) or recruit@uwindsor.ca.

JOURNALISM

■ **THE UNIVERSITY OF WESTERN ONTARIO** — The Faculty of Information and Media Studies (FIMS) invites applications for a full-time, Limited-Term appointment at the rank of Lecturer for a term of up to three years. The position begins May 1, 2003. Salary will be commensurate with previous performance, qualifications and experience. In this position, you will teach the equivalent of six half-courses per academic year and carry out assigned duties related to committee and other service within the Faculty but you will not be expected to engage in research and scholarly publication. Minimum qualifications for this position are: experience teaching production courses at the graduate level in Journalism; willingness to teach production courses at the undergraduate level; a Master's degree in Journalism or equivalent; a strong record of professional experience in television broadcast journalism, including news writing, reporting and field-production work at a national or international level; news program production and/or management experience at a national level; experience in all aspects of broadcast documentary and feature production; and experience in the operation of professional camera, audio, lighting and editing systems. The successful candidate will teach in the MA program in Journalism, teaching a series of progressively more advanced courses on the theory and practice of television broadcast journalism. The successful candidate also will teach introductory television production in the undergraduate program Media, Information and Technoculture. The Faculty of Information and Media Studies is a vibrant, expanding faculty comprised of more than 30 full-time faculty members and about 17 non-academic staff. It currently offers an undergraduate program in Media, Information, and Technoculture with an enrolment of 550 students as well as an M.A. in Journalism and a Master's and doctoral program in Library and Information Science, with a combined graduate enrolment of 210 students. A new graduate program in Media Studies is under development. Information about the Faculty and descriptions of our courses are available at http://www.fims.uwo.ca. The University of Western Ontario is a research intensive University of 27,000 full-time equivalent students. Interested candidates are invited to send their curriculum vitae, names and addresses of three references, samples of their journalistic work, and a cover letter outlining their interest in the position by April 15, 2003 to: Dr. Catherine Ross, Dean, Faculty of Information and Media Studies, Middlesex College, The University of Western Ontario, London, ON, Canada N6A 5B7, Phone: 519-661-3542, Fax: 519-661-3506. The position is subject to budgetary approval. All qualified candidates are encouraged to apply; however, Canadian citizens and Permanent Residents will be given priority. The University of Western Ontario is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, aboriginal people and persons with disabilities.

KINESIOLOGY & HEALTH SCIENCE

■ **YORK UNIVERSITY (Toronto, Canada)** — Faculty of Arts, School of Kinesiology and Health Science. Applications are invited for two contractually limited appointments of up to three years. These positions involve teaching undergraduate courses in the Kinesiology and Health Science program in one or more of the following areas: exercise psychology, sport psychology, rehabilitation, athletic therapy, physical education/physical activity and exercise. A Master's degree, or equivalent, is the minimum qualification. Applicants should send a curriculum vitae, a covering letter stating expertise, experience and qualifications, and the names of three references by March 31 to: Dr. Roger Kelton, Chair, School of Kinesiology and Health Science, 334 Norman Bethune College, York University, 4700 Keele Street, Toronto, Ontario M3J 1P3, (e-mail: rkelton@yorku.ca). This position is subject to budgetary approval. Further information about the School can be obtained at www.kinesiology.yorku.ca. York University has an Affirmative Action Program with respect to its faculty and librarian appointments. The designated groups are: women, racial/visible minorities, persons with disabilities and aboriginal peoples. Persons in these groups must self-identify in order to participate in the Affirmative Action Program. The School of Kinesiology and Health Science welcomes applications from persons in these groups. The Affirmative Action Program can be found on York's web site at www.yorku.ca/acadjobs/ or a copy can be obtained by calling the affirmative action office at (416) 736-5713. Canadian Citizens and permanent residents will be considered first for this position.

LANGUAGE & CULTURE

■ **THE UNIVERSITY OF WATERLOO** — The Faculty of Arts invites applications for a Tier 1 Canada Research Chair in Language and Culture to begin as soon as July 1, 2003. The purpose of this chair is to design and develop pioneering research in technologically-mediated linguistic and cultural studies. Based in UW's Canadian Centre for Cultural Innovation, the chair holder will work with colleagues in Anthropology, Classical Studies, Drama and Speech Communication, English Language and Literature, French Studies, Germanic and Slavic Studies and Spanish and Latin American Studies to develop new methods for understanding language learning and teaching, to explore new design techniques for multimedia projects, and to create new analytic/theoretical bases for evaluating the impact of technology on the development and understanding of culture. In keeping with the University of Waterloo's Strategic Research Plan, this position will be of interest to a senior expert in the interaction of technology and culture with experience in multimedia for humanities computing, hypertext, text analyses and computational linguistics and the interaction of technology and culture. The successful candidate will have not only an outstanding research record in the theory of language, rhetoric and discourse as applied to and through technology but also significant applied experience in cultural activities such as film, video, museum exhibits, etc. She/he will be expected to create a dynamic research program designed to attract a significant number of graduate students and postdoctoral fellows to the research laboratory. The lab will provide facilities to create, produce, and edit digital texts, music, art and cultural products such as exhibits. Nominations and applications including a curriculum vitae, a five-year research plan and three (3) confidential letters of reference sent under separate cover should be forwarded by March 31, 2003 to Dr. Robert R. Kerton, Dean of Arts, University of Waterloo, 200 University Avenue West, Waterloo, Ontario, Canada N2L 3G1. Please note that all CRC appointments are subject to final review by the CRC Secretariat. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. This appointment is subject to the availability of funds.

LANGUES ET LITTÉRATURES MODERNES

■ **L'UNIVERSITÉ D'OTTAWA** — Le Département des langues et littératures modernes sollicite des candidatures pour un poste de professeur au rang d'agrégé ou de titulaire menant à la permanence, à compter du 1er juillet 2003. Champs de spécialisation: roman et récit espagnols contemporains, avec accent sur la littérature féminine, les rapports sociaux de sexe et les études culturelles. Le candidat ou la candidate devra posséder un doctorat partiment aux champs de spécialisation, de l'expérience dans l'enseignement et un dossier de recherche et de publications qui lui permette de superviser des étudiants diplômés et d'être admise à la Faculté des études supérieures et postdoctorales. Une expérience au niveau de la supervision d'étudiants de doctorat et une excellente connaissance de la langue espagnole constitueront d'importants atouts. L'Université d'Ottawa est une université bilingue et le bilinguisme est une condition d'embauche. Affectations d'enseignement: cours de premier, deuxième et troisième cycles, en espagnol, en français et en anglais. Toutes les personnes qualifiées sont invitées à poser leur candidature. Toutefois, cette offre s'adresse de préférence aux citoyens canadiens et aux résidents permanents. L'Université applique une politique d'équité en matière d'emploi et encourage fortement les femmes à présenter leur candidature. Le traitement est en conformité avec la convention collective. Prière d'adresser sa lettre de candidature, son curriculum vitae, ses publications récentes et les noms de trois répondants avant le 1er avril 2003 à: Monsieur José Ruano de la Haza, directeur, Département des langues et littératures modernes, Université d'Ottawa, 70, avenue Laurier est, Ottawa (Ontario) K1N 6N5, Tél. +613-562-5929, Télécop. +613-562-5138, Courriel: jmruano@uottawa.ca.

LAW & JUSTICE

■ **ALGOMA UNIVERSITY COLLEGE** — The Department of Law and Politics invites applications for a tenure-stream appointment in Law and Politics at the assistant professor level commencing July 1, 2003, subject to budgetary approval. The Department offers an undergraduate programme, in the disciplines of Law and Justice and in Political Science. In recognition of the strong linkages between the disciplines of Law and Political Science, the Department is developing an interdisciplinary programme in "Law, Politics and Advocacy". The successful candidate will hold a PhD, or be near completion. Preference will be given to candidates who have an LLB, or a combination of Law and Political Science degrees, who demonstrate an understanding of the intersection of the disciplines, and show promise of excellence in teaching and research. Areas of specialization are open, however, we are especially interested in candidates who are capable of teaching a variety of courses in the current discipline of Law and Justice and coordinating a number of Sessional Faculty who are primarily members of the private bar. Algoma University College offers over 25 undergraduate degree programmes and emphasizes a student-centred approach in a small, personal environment (for more information, visit our website at www.auc.ca). Algoma University College has a strong commitment to its historical relationship with Indigenous peoples. Sault Ste. Marie, Ontario, with a population of approximately 80,000, offers the amenities of a large urban center — theatre, music, restaurants, galleries, recreation and professional services — in combination with the friendliness, safety, and clean environment of a smaller center. Situated in the heart of the Great Lakes, the city is surrounded by lakes, rivers, and forests, and provides easy access for those interested in boating, hiking, camping, and Eco-tour experiences. In accordance with Canada employment and immigration regulations, this advertisement is directed first to Canadian citizens and permanent residents. Algoma University College welcomes applications from all qualified individuals, including women, members of visible minorities, aboriginal persons, and persons with disabilities. Candidates are invited to submit a Curriculum Vitae, a statement of research and teaching interests, samples of publications, and the names of three referees to: Dr. Arthur Perlini, Academic Dean, Algoma University College, 1520 Queen Street East, Sault Ste. Marie, Ontario, P6A 2G4. Applications will be considered until the position is filled.

■ **LAURENTIAN UNIVERSITY** — The Law and Justice Department invites applications for a faculty position commencing July 1, 2003. The successful applicant will teach and develop a variety of undergraduate law courses from an interdisciplinary perspective. A background and interest in criminal justice is an asset. Typically, candidates will have undertaken law related studies or research. A doctoral degree is highly desirable and will be required for tenure, but consideration will be given to candidates with the minimum qualifications of a B.A., an LL.B. and a Masters degree in an Arts discipline. In accordance with the University's Policy on Bilingualism, Laurentian has a requirement of passive bilingualism (French/English) as a condition of tenure. Rank is dependent on qualifications. Laurentian is committed to equity in employment and encourages applications from all qualified applicants, including women, aboriginal peoples, members of visible minorities and persons with disabilities. In accordance with Canadian immigration requirements, all qualified candidates are encouraged to apply, however, Canadians and permanent residents will be given priority. Applications, including a curriculum vitae, should be sent to Professor Dale Brawn, Chair, Law and Justice, Laurentian University, Sudbury, Ontario, P3E 2C6, Telephone: (705) 675-1151 ext. 4219 or 4108, Fax: (705) 675-4823, Email: dbrawn@laurentian.ca. Applications will be accepted until 15 April 2003 and thereafter until the position is filled.

LAW & SOCIETY

■ **YORK UNIVERSITY** — The Faculty of Arts, Division of Social Science seeks a candidate for a one year contractually-limited appointment at the assistant professor level in the Law and Society Programme, commencing July 1, 2003. The Law & Society Program is one of the most established and largest undergraduate programs of its kind in Canada. Further details about the program can be found on its website http://www.arts.yorku.ca/lands/. The successful candidate will hold a PhD or equivalent, and will show promise of excellence in research and publication in the interdisciplinary field of law and society. The successful candidate will be expected to teach three courses including a fourth honours seminar on contemporary law and society

CANADA RESEARCH CHAIR (TIER II)
DEPARTMENT OF PLANT AGRICULTURE

The University of Guelph is seeking applicants for a Junior Canada Research Chair (CRC Tier II) in the Department of Plant Agriculture (www.plant.uoguelph.ca). The candidate is expected to be an individual with excellent potential for plant-based research, demonstrated expertise in physiology, biochemistry or molecular biology, and an interest in post-harvest storage, stress resistance, secondary metabolism, development or biodiversity. The Department's model of serving agriculture ranges from molecular analysis to delivery of crops and crop-derived commodities to the consumer. The candidate will be encouraged to seek his/her best fit in this model.

The Chair program was established by the Government of Canada to promote the highest levels of research excellence in the global knowledge-based economy. Tier II Chairs are tenure track positions intended for individuals who are acknowledged by their peers as having the potential to lead in their fields. More information can be obtained from the CRC website, www.chairs.gc.ca.

The University of Guelph has one of the largest agricultural programs in Canada, with excellent facilities for both laboratory and field-based research. A hallmark of the Department of Plant Agriculture is its efforts to provide undergraduate students, graduate students and post-doctoral fellows with broad interdisciplinary training. The University and the Department value a strong connection between teaching and research. The Research Chair will be expected to contribute to teaching in addition to building a strong research program.

An application, with detailed statement of interests including potential research plans, a full resume, and the names of three persons who may be contacted for references should be submitted to **Dr. Clarence Swanton, Chair, Department of Plant Agriculture, University of Guelph, Guelph, Ontario, Canada N1G 2W1**, by **April 15, 2003**. All CRC appointments are subject to review and final approval by the CRC Secretariat in Ottawa. Our objective is to select a suitable candidate by the summer of 2003, the position will be available once approval is received from the Secretariat.

The University of Guelph is committed to an employment equity program that includes special measures to achieve diversity among its faculty and staff. We therefore particularly encourage applications from qualified aboriginal Canadians, persons with disabilities, members of visible minorities and women.

UNIVERSITY of GUELPH

UNIVERSITY OF REGINA

Faculty Positions Available

The University of Regina is a university on the move, striving for excellence in its innovative academic, research, and community service pursuits. The University is building on its strengths and looking to the future in areas as diverse as culture and heritage, energy and environment, informatics, population health, and social justice. It enjoys constructive relationships with three federated colleges, with all levels of government, and with business, research, and community partners. With 12,000 students, over 1,100 faculty and staff, and an operating budget of nearly $100 million, the University of Regina is committed to being a great place to study and work. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. The University of Regina is committed to employment equity and is a partner in the Aboriginal Employment Development Program. Deadlines and qualifications vary- please see websites.

Faculty of Education

TENURE TRACK POSITION to commence July 1, 2003 at the rank of Assistant Professor in the area of Physical Education. Visit: http://education.uregina.ca/employment for more details or contact C. Montgomery at (306) 585-4500, Fax: (306) 585-5330.

Submit applications to:
Margaret McKinnon, Dean
Faculty of Education
University of Regina
Regina SK Canada S4S 0A2

Faculty of Engineering

TENURE TRACK POSITION to commence July 1, 2003 at the rank of Assistant or Associate Professor in the area of Environmental Systems Engineering. Visit www.uregina.ca/admin/recruitmentue.html or for more details on the Faculty visit www.uregina.ca/engg/

Submit applications with curriculum vitae, a statement of teaching and research interests including the names of three references to:
Dr. Paiton (P.T.) Tootiwachwuthikul, P.Eng.
Dean, Faculty of Engineering
University of Regina
Regina SK Canada S4S 0A2
Tel: (306) 585-4159
Fax: (306) 585-4556
E-mail: paitoon@uregina.ca also copy to carol.lindemann@uregina.ca

Faculty of Fine Arts

TERM POSITIONS to commence July 1, 2003 at the rank of Assistant Professor in the Theatre Department. Visit www.uregina.ca/br/RECRUITMENT/Faculty.html. For more details about the University visit: www.uregina.ca

ONE YEAR TERM for specialist in Dramatic Criticism and Theory. Applicant should have PhD and an active record of teaching and publication.

THREE YEAR TERM at the Assistant Professor level, with primary teaching and supervisory responsibilities in the undergraduate BFA Acting program, as well as the graduate interdisciplinary MA and MFA degrees and directing department productions.

Submit applications to:
Kathryn Laurin, Dean
Faculty of Fine Arts
University of Regina
Regina SK Canada S4S 0A2

UNIVERSITY OF REGINA

University of Regina,
3737 Wascana Parkway, Regina, SK S4S 0A2
www.uregina.ca/hr/RECRUITMENT/Faculty.html

CAREERS CARRIÈRES

research and either a third year lecture course on the Canadian criminal justice system or social diversity and law. Candidates are asked to submit a curriculum vitae, statement of teaching and research interests, and a sample publication; and to have three referees send letters of reference directly to: Dr. Mary-Louise Craven, Chair, Division of Social Science, 5756A Ross Building, York University, 4700 Keele Street, Toronto, Ontario, M3J 1P3; tel: (416) 736-2100 x77812; fax: (416) 736-5574, email: mlc@yorku.ca. Deadline: April 1, 2003. York University has an Affirmative Action Program with respect to its faculty and librarian appointments. The designated groups are: women, racial/visible minorities, persons with disabilities and aboriginal peoples. Persons in these groups must self-identify in order to participate in the Affirmative Action Program. The Division of Social Science welcomes applications from persons in these groups. The Affirmative Action Program can be found on York's website at www.yorku.ca/acadjobs/ or a copy can be obtained by calling the affirmative action office at 416-736-5713. All appointments are subject to budgetary approval, in accordance with Canadian immigration requirements, Canadian citizens and permanent residents will be considered first for this position; applications are invited from qualified individuals regardless of their immigration status in Canada.

LIBRARY

■ **THE UNIVERSITY OF GUELPH** Library requires an innovative professional librarian to join our staff. The Library values service, responsiveness to user information needs and accountability to our user community. Our management approach stresses shared goals, participatory decision-making, and positive collaboration with the Tri-University Group of Libraries (Guelph, Waterloo, and Wilfrid Laurier) and our other academic partners. Required qualifications include an ALA accredited Master's degree in library and information science. A Master's degree in a subject discipline will be considered an asset. The ideal candidate will demonstrate excellent verbal and written communication abilities and will possess the interpersonal skills required to work with individuals and in a team environment. The candidate will be adaptable in a variety of professional contexts and able to potentially assume responsibility for a variety of management roles or special projects related to areas such as: liaison with academic departments and programs, collection development and information resource management, and the development and provision of services to support teaching and learning in the academic environment. A current knowledge of information technologies and their application in libraries is an asset. In addition, experience or knowledge of the research process in an academic environment would prove valuable in working with faculty and graduate students. This is an academic appointment and the successful candidate will be expected to participate in appropriate professional and scholarly activities. This entry-level position will be filled as a tenure-track appointment within the University of Guelph Faculty Association. The annual salary is $38,740 (based on 2002/2003 level) per year. Currently, the librarians at the University of Guelph participate in a plan that features annual incremental salary increases linked to a formal peer-review performance appraisal process. A comprehensive benefits package is provided. We anticipate filling this position by Summer 2003. Please submit a resume and names of three (3) references by April 1, 2003 to: Doug Horne, Head, Academic Liaison, University of Guelph Library, University of Guelph, Guelph, Ontario Canada N1G 2W1, Email: dhorne@uoguelph.ca, Fax: 519-824-6931. All qualified candidates are encouraged to apply, however, Canadians and permanent residents will be given priority. The University of Guelph is committed to an employment equity programme that includes special measures to achieve diversity among its faculty and staff. We therefore particularly encourage applications from qualified Aboriginal Canadians, persons with disabilities, members of visible minorities and women.

■ **THE UNIVERSITY OF WINDSOR'S** Leddy Library invites applications for a tenure-track Librarian position in E-Resources commencing as early as July 1, 2003. Rank will be commensurate with experience. Subject to Budgetary Approval. For a detailed position description visit our website at: www.uwindsor.ca/library/positions. Contact: Gwendolyn Ebbett, University Librarian, University of Windsor, Windsor, Ontario, N9B 3P4, Tel: 519.253.3000, ext 3161, Fax: 519.971.3638, E-mail: gebbett@uwindsor.ca. For information on the University of Windsor or the City of Windsor, contact Dr Janice Deakich, Director, Faculty Recruitment at 877-665-6608 (toll free) or recruit@uwindsor.ca.

MANAGEMENT

■ **THE UNIVERSITY OF LETHBRIDGE** — The Faculty of Management at the University of Lethbridge, in Lethbridge, Alberta, Canada, has an opening for a tenure-track position in Marketing to begin July 1, 2003. Rank and area of specialization are open. Individuals who have or are near completion of a PhD, who are committed to quality, scholarly research as well as effective and innovative teaching are encouraged to apply. The Marketing Area at the U of L has recently established the Centre for Socially Responsible Marketing. Our goal for this Centre is to advance the state of knowledge related to a variety of socially conscious issues, including but not limited to: Social marketing, not-for-profit marketing, corporate social responsibility, marketing ethics, and public policy marketing issues. Individuals with research streams in these areas are especially encouraged to apply. Faculty of Management: The Faculty of Management values both research and teaching excellence. Class sizes are reasonable (45 or fewer), and teaching loads are attractive (four courses per year for research active faculty). The Faculty of Management has campuses in Lethbridge, Edmonton and Calgary. The position advertised here is for the Lethbridge campus. The Faculty of Management consists of approximately 52 faculty members with diverse research interests and approximately 2100 students, in a number of undergraduate majors. The Faculty has a research-based MSc program in Management and maintains close ties to the business community through the Innovative Theory-Into-Practice and Co-op Programs. Strong international exchange programs are in place for both students and faculty. For more information about the Faculty, visit our website at www.uleth.ca/man/. The Marketing Area currently has 6 members. We are a relatively young, collegial, research-active group. University of Lethbridge: Nestled along the banks of the Oldman River in Alberta's third largest city, the University of Lethbridge, primarily an undergraduate institution, has approximately 7000 students from 37 countries. In our efforts to provide the best possible education to our students, we focus on excellence in teaching and research and have been rated #1 for research activities among institutions of our size in Canada. The University offers a variety of research grants for faculty members. For more information about The University of Lethbridge, visit our website at: www.uleth.ca. The City of Lethbridge: The City of Lethbridge, with a population of 72,000 is located three hours north of Great Falls, Montana, and two hours south of Calgary, Alberta. The City's close proximity to Banff National Park, Waterton Lakes National Park and numerous other historical and natural sites within easy driving distance, make the area ideal for cycling, hiking, canoeing, skiing and a wide variety of other activities. High amounts of sunshine through all four seasons of the year are complemented by a safe, secure and friendly environment, making Lethbridge a very pleasant place to live and raise a family. For more information about the City of Lethbridge, visit their website at: www.city.lethbridge.ab.ca. Please direct applications and inquiries to Dr. John Usher, Faculty of Management, University of Lethbridge, 4401 University Drive, Lethbridge, AB, Canada, or e-mail: c.lozenby@uleth.ca. The University of Lethbridge is an equal opportunity employer. All qualified candidates are encouraged to apply, however, Canadians and Permanent Residents will be given priority.

■ **THE UNIVERSITY OF LETHBRIDGE** — The Faculty of Management at the University of Lethbridge, in Lethbridge, Alberta, Canada has an opening for a tenure-track/visiting position in Finance at the Assistant, Associate, or Full Professor levels to begin July 1, 2003. Individuals who have or are near completion of a PhD, who are committed to effective an innovative teaching as well as to quality, scholarly research are encouraged to apply. Faculty of Management: The Faculty of Management values both teaching and research excellence. Class sizes are reasonable, as are teaching loads. The Faculty of Management has campuses in Lethbridge, Edmonton and Calgary. The position advertised here is for the Lethbridge campus. The Faculty of Management consists of approximately 2100 students, in a number of undergraduate majors. The Faculty has a research-based Msc program in Management and maintains close ties to the business community through the innovative Theory-Into-Practice and Co-op Programs. Strong international exchange programs are in place for both students and faculty. For more information about the Faculty, visit our website at www.uleth.ca/man/. University of Lethbridge: Nestled along the banks of the Oldman River in Alberta's third largest city, the University of Lethbridge, primarily an undergraduate institution, has approximately 7000 students from 37 countries. In our efforts to provide the best possible education to our students, we focus on excellence in teaching and research and have been rated #1 for research activities among institutions of our size in Canada. For more information about The University of Lethbridge, visit our website at www.uleth.ca. The City of Lethbridge: The City of Lethbridge, with a population of 72,000 is located three hours north of Great Falls, Montana, and two hours south of Calgary, Alberta. The City's close proximity to Banff National Park, Waterton Lakes National Park and numerous other historical and natural sites within easy driving distance, make the area ideal for cycling, hiking, canoeing, skiing and a wide variety of other activities. High amounts of sunshine though all four seasons of the year are complemented by a safe, secure and friendly environment, making Lethbridge a very pleasant place to live and raise a family. For more information about the City of Lethbridge, visit their website at: www.city.lethbridge.ab.ca. Please direct applications and inquiries to Dr. John Usher, Dean, Faculty of Management, University of Lethbridge, 4401 University Drive, Lethbridge, AB, Canada or e-mail: c.lozenby@uleth.ca. The University of Lethbridge is an equal opportunity employer. In accordance with the Canadian Immigration Regulations, this advertisement is directed to Canadian citizens and permanent residents of Canada.

MATHEMATICAL SCIENCES

■ **THE UNIVERSITY OF TORONTO AT SCARBOROUGH** — The Division of Mathematical Sciences invites applications for a full-time teaching position in Statistics at the rank of Lecturer. The appointment will take effect on July 1, 2003, or as soon as possible thereafter. A postgraduate degree in Statistics by date of appointment is required. Initial appointments at the rank of Lecturer are for a term of one year and may be renewed to a total of five years. In the fifth year of service, Lecturers are reviewed for promotion to the rank of Senior Lecturer, which is a continuing appointment. Responsibilities include lecturing, tutorials, grading, and curriculum development in a variety of undergraduate courses. Interested candidates are invited to submit a curriculum vitae, statement of career goals and teaching philosophy, evidence of teaching excellence, and arrange to have three letters of reference sent directly from the referees. Applications and letters of reference should be sent to: Professor John Scherk, Division of Mathematical Sciences, University of Toronto at Scarborough, 1265 Military Trail, Scarborough, Ontario, M1C 1A4 or email: scherk@utsc.utoronto.ca The deadline date for applications is March 15, 2003, or until the position is filled. Canadian citizens and permanent residents will be considered first for this position. The University of Toronto is strongly committed to diversity within its community. The University especially welcomes applications from visible minority group members, women, Aboriginal persons, persons with disabilities, members of sexual minority groups, and others who may contribute to further diversification of ideas.

■ **THE UNIVERSITY OF TORONTO AT SCARBOROUGH** — The Division of Mathematical Sciences invites applications for a full-time teaching position in Mathematics at the rank of Lecturer. The appointment will take effect on July 1, 2003, or as soon as possible thereafter. A postgraduate degree in Mathematics by date of appointment is required. Initial appointments at the rank of Lecturer are for a term of one year and may be renewed to a total of five years. In the fifth year of service, Lecturers are reviewed for promotion to the rank of Senior Lecturer, which is a continuing appointment. Responsibilities include lecturing, tutorials, grading, and curriculum development in a variety of undergraduate courses. Interested candidates are invited to submit a curriculum vitae, statement of career goals and teaching philosophy, evidence of teaching excellence, and arrange to have three letters of reference sent directly from the referees. Applications and letters of reference should be sent to: Professor John Scherk, Division of Mathematical Sciences, University of Toronto at Scarborough, 1265 Military Trail, Scarborough, Ontario, M1C 1A4 or email: scherk@utsc.utoronto.ca The deadline date for applications is March 15, 2003, or until the position is filled. Canadian citizens and permanent residents will be considered first for this position. The University of Toronto is strongly committed to diversity within its community. The University especially welcomes applications from visible minority group members, women, Aboriginal persons, persons with disabilities, members of sexual minority groups, and others who may contribute to further diversification of ideas.

MATHEMATICS

■ **SIMON FRASER UNIVERSITY** — The Department of Mathematics has entry-level positions for two full-time lecturers to support its instructional program starting September 2003. Duties include teaching eight courses per year (most of them with large classes), or the equivalent from among the following activities: teaching, undergraduate advising, graduation certification, coordinating departmental workshops, assisting in curriculum development and the introduction of technology, high school liaison, and student recruitment. The successful candidate will be expected to be actively involved in the life of the department, including service on committees. Applicants should have at least a master's degree in mathematics or applied mathematics, have their primary interest in teaching mathematics at the undergraduate level, and have demonstrated excellence in teaching. They must also have knowledge of current technology and its use in teaching mathematics. Starting salary is in the range $48,793 to $55,763 per annum (plus benefits), depending on experience and qualifications. Simon Fraser provides one paid semester free of teaching duties every nine semesters for the lecturer's professional development. In addition, lecturers are eligible for study leave after six years of successful employment, see http://www.sfu.ca/policies/academic/a31-06.htm. Applicants should submit a curriculum vitae, teaching dossier, and the names of three individuals familiar with their teaching abilities to: Lecturer Search mathlecturiersearch@math.sfu.ca, Department of Mathematics, Simon Fraser University, 8888 University Drive, Burnaby, B.C. V5A 1S6. Only short-listed candidates will be notified of the outcome of their application. Closing date: April 15, 2003. SFU is committed to an equity employment program that includes special measures to achieve diversity among its faculty and staff. We therefore particularly encourage applications from qualified women, aboriginal Canadians, persons with disabilities, and members of visible minorities. All qualified candidates are encouraged to apply; however, Canadians and Permanent Residents will be given priority.

■ **ALGOMA UNIVERSITY COLLEGE** — The Department of Mathematics and Computer Science invites applications for a tenure track position in Mathematics at the Assistant Professor level. Candidates should have a PhD in Mathematics, or be near completion, and a demonstrated commitment to teaching, as well as to research. Duties for this position include teaching a broad range of mathematics courses ranging from first-year courses in calculus, finear algebra and discrete mathematics through differential equations to third-year courses in abstract algebra, real variables, and complex variables, as well as participating in the running of a regional mathematics contest, research, and committee service. The successful candidate will be joining a department of researchers and instructors actively developing and delivering a number of unique undergraduate degree programmes in Computer Science and in Information Technology. The Department also encourages collaboration with researchers and instructors at a UK university who are planning the delivery in the next academic year of a master's level degree programme in Computer Game Development using the Algoma campus as its distance learning partner. The effective date of the appointment will be July 1, 2003. Algoma University College offers over 25 undergraduate degree programmes and emphasizes a student-centred approach in a small, personal environment (for more information, visit our website at www.auc.ca). Algoma University College has a strong commitment to its historical relationship with Indigenous peoples. Sault Ste. Marie, Ontario, with a population of approximately 80,000, offers the amenities of a large urban center — theatre, music, restaurants, galleries, recreation and professional services — in combination with the friendliness, safety, and clean environment of a smaller center. Situated in the heart of the Great Lakes, the city is surrounded by lakes, rivers, and forests, and provides easy access for those interested in boating, hiking, camping, and Eco-tour experiences. In accordance with Canada employment and immigration regulations, this advertisement is directed first to Canadian citizens and permanent residents. Algoma University College welcomes applications from all qualified individuals, including women, members of visible minorities, aboriginal persons, and persons with disabilities. Candidates are invited to submit a Curriculum Vitae, a statement of research and teaching interests, and the names of three referees to: Dr. Arthur Perlini, Academic Dean, Algoma University College, 1520 Queen Street East, Sault Ste. Marie, Ontario, P6A 2G4. Applications will be considered until the position is filled.

■ **WILFRID LAURIER** — The Department of Mathematics invites applications for a tenure track position at the rank of Assistant Professor to begin July 1, 2003, subject to budgetary approval. The main areas of research interest are theoretical or applied statistics, or probability. Applicants should hold a PhD at the time of the appointment and be able to support the Department's Financial Mathematics program or contribute to related areas of modern applied mathematics. Candidates should demonstrate superior ability in and commitment to teaching, and have an active research program with strong potential for external funding. Applicants should submit a curriculum vitae, research plan, copies of recent publications and a teaching dossier, and arrange for three letters of reference to be sent to: Dr. David C. Vaughan, Chair, Department of Mathematics, Wilfrid Laurier University, Waterloo, Ontario N2L 3C5. Deadline for applications is March 15, 2003, but applications received after this date may be considered until the position is filled. Details concerning the Department and its programs may be found at www.wlu.ca/~wwwmathv. The University is committed to employment equity and welcomes applications from all qualified women and men, including persons in a visible minority, persons with disabilities, and aboriginal people.

■ **THE UNIVERSITY OF WATERLOO** — The Faculty of Mathematics is seeking outstanding researchers as candidates for Canada Research Chairs. The Faculty expects to fill ten such Chairs between now and 2005. Information about the Canada Research Chair Program can be found at http://www.chairs.gc.ca. The Faculty of Mathematics conducts leading research in numerous areas including actuarial science, computer science, combinatorics and optimization, pure and applied mathematics, and statistics. Information about the Faculty can be found at its web site: http://www.math.uwaterloo.ca/Faculty/index.html. Exceptional candidates in any area in which the faculty conducts research will be considered. Applications should include a curriculum vitae, a statement of teaching and research objectives and the names of at least four persons who might serve as references. Applications should be sent to: Office of the Dean, Faculty of Mathematics, University of Waterloo, Waterloo, ON N2L 3G1. Review of applications will begin when received, and will continue until the positions have been filled. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples and persons with disabilities.

Endowed Chair in

Spinal Cord Rehabilitation Research

ICORD (International Collaboration On Repair Discoveries), a partnership of the University of British Columbia (UBC), the Vancouver Coastal Health Authority (VCHA) and the Rick Hansen Institute (RHI), in collaboration with the School of Rehabilitation Sciences at UBC is seeking an outstanding, established researcher (holding a Ph.D. or M.D.) to lead an expanded research initiative in the field of spinal cord injury (SCI) rehabilitation.

The successful candidate will become the Associate Director of Rehabilitation Research for ICORD. Academic rank and salary will be commensurate with qualifications and experience. The appointment is expected to be at the tenure-track or tenured level of Associate Professor or Professor with both ICORD and the School of Rehabilitation Sciences. This position is offered with the support of a permanent endowment. Appointment is subject to final budgetary approval and will complement and strengthen current ICORD research programs. For a description of ICORD, see www.icord.org.

The successful candidate will provide vision and leadership in the advancement of rehabilitation research in SCI. The candidate is expected to have excellent interpersonal skills and execute a vigorous research program in her/his selected field.

Applicants should send their current curriculum vitae, along with: 1) four to six representative reprints, 2) a statement of personal research interests, and 3) their vision for an integrated, interdisciplinary SCI rehabilitation research group. Each applicant should also arrange for 4 letters of recommendation to be independently submitted. On behalf of the ICORD partnership, all submissions will be received by Dr. John Steeves, BC Leadership Chair and Director of ICORD, UBC, 2469-6270 University Boulevard, Vancouver, BC, Canada, V6T 1Z4 (fax: 1-604-822-2924).

UBC hires on the basis of merit and is committed to employment equity. We encourage all qualified individuals to apply, however, Canadians and permanent residents of Canada will be given priority. Applications should be submitted by March 31st 2003, but will be considered until the position is filled.

icord International Collaboration On Repair Discoveries — UBC — Vancouver Coastal Health Authority

Faculty Position

University of British Columbia Centre for Prostate Research & the Division of Urology, Department of Surgery

Vancouver, British Columbia, Canada

Ranked as either a senior-level Assistant Professor or a junior-level Associate Professor, you have demonstrated excellence in research concerning tumour metastases or related subjects (e.g. angiogenesis). Working at the Prostate Centre at VGH, you will be expected to make a strong contribution to our research program and take an active role in teaching at the university level.

You will join a large, established research cluster of scientists and clinicians who have internationally recognized expertise in: functional genomics; androgen receptor studies; gene targetting; antisense technology; cell signalling; complementary and alternative therapeutic science; MRI research; environmental impact on tumorigenesis; and clinical trial development/implementation. The central theme of this integrated research team is progression of prostate cancer to androgen independence, with studies ranging from investigating basic molecular mechanisms of this process, to translational research into delaying or preventing progression.

The Prostate Centre occupies over 20,000 sq feet of state-of-the-art laboratory space, including a gene microarray facility. We are very well funded by peer-reviewed research grants from Canada and the USA, from sources such as: Terry Fox/NCIC; US Department of Defense; Genome Canada; Health Canada; NIH (Pacific Northwest SPORE); Canada Foundation for Innovation; and CPCRI/NCIC Training Centre grant. Further details of the Prostate Centre research activities can be found at http://www.prostatelab.org/.

Interested applicants should submit a complete curriculum vitae and a covering letter outlining research interests. We will require three letters of reference which should include comments on grant funding, publications and research activity. All materials should be addressed to: Professor Larry Goldenberg, Head of Urology and Director of the Prostate Centre at VGH, 2660 Oak Street, Vancouver, BC V6H 3Z6, Canada. Closing date for applications is April 1, 2003. Salary will be commensurate with qualifications. The position will be effective July 1, 2003 or as negotiated. The successful applicant will be expected to apply for a Tier II Canada Research Chair.

UBC hires on the basis of merit and is committed to employment equity. All qualified persons are encouraged to apply. In accordance with Canadian Immigration policy, priority will be given to Canadian citizens and permanent residents.

THE PROSTATE CENTRE
AT VANCOUVER GENERAL HOSPITAL

M29037

CAREERS CARRIÈRES

MATHEMATICS & STATISTICS

■ **CARLETON UNIVERSITY** — The School of Mathematics and Statistics invites applications for a one-year term position at the rank of Assistant Professor to commence July 1, 2003 (subject to budgetary approval). Applications are invited from persons with a PhD who are actively engaged in research in discrete mathematics. Duties include a normal teaching load of 4 one-term courses in areas such as combinatorial optimization, graph theory, and linear programming. Applications, including a curriculum vitae and three letters of reference, should be sent to: Dr. C. W. L. Gamer, Director, School of Mathematics and Statistics, Carleton University, 1125 Colonel By Drive, Ottawa, Ontario K1S 5B6, Canada. Applications will be accepted until the position is filled. All qualified candidates are encouraged to apply. The applications of Canadians and Permanent Residents will be given priority. Carleton University is committed to equality of employment for women, aboriginal peoples, visible minorities, and persons with disabilities. Persons from these groups are encouraged to apply.

MÉDECINE

■ **L'UNIVERSITÉ D'OTTAWA** — Le Département de médecine cellulaire et moléculaire de l'Université d'Ottawa sollicite des candidatures pour un poste menant à la permanence au rang de professeur adjoint. La date d'entrée en fonction sera le 1er avril 2003. Les enseignements demandés comporteront surtout des cours en physiologie des systèmes, anatomie et pathophysiologie, et ce dans les deux langues officielles. Le professeur sera responsable de l'enseignement et de l'administration de cours au premier cycle et aux études supérieures, d'éléments spécifiques de la physiologie faisant partie du curriculum en médecine (1ère et 2e année) et de certains cours d'anatomie, de physiologie, de neuroanatomie et de pathophysiologie offerts aux étudiants des sciences de la santé. La charge de travail comprendra également le développement du curriculum, les technologies d'apprentissage, certaines autres responsabilités d'enseignement et tâches administratives au sein du Département de medecine cellulaire et moléculaire. Le professeur recruté devra démontrer un intérêt et des aptitudes à travailler en équipe et à participer à des activites savantes dans le domaine de la pedagogie biomedicale universitaire. On s'attendra à ce que le candidat participe à la conception et au développement de strategies et de programmes pédagogiques innovateurs, y compris des outils d'appientssage multimedialsés, en vue d'offrir un enseignement renouvelé et cohesif dans les deux langues officielles aux étudiants en médecine, aux sciences biomédicales et aux sciences de la santé. Parmi les profils affichés, des compétences dans le développement de materiels multimédiatisés ainsi que dans la planification systematique et l'évaluation des appentssages sont recherchées. Les candidats doivent détenir un doctorat (PhD) en sciences biomédicales ou dans un domaine connexe. Il doit aussi détenir ou être presentement inscrit à un programme d'études vegs l'obtention d'un diplôme en pedagogie médicale / sciences de la sante. De plus, une excellente connaissance de la terminologie médicale ainsi que la maitrise de la langue française et anglaise, tant à l'oral qu'à l'écrit, est essentielle. Parmi les domaines d'expertise constituant des atouts pour l'obtention de ce poste, notons des competences et de l'experience au niveau universitaire dans l'enseignement, la coordination de cours, le développement du curriculum et les technologies d'apprientissage. Les candidats doivent aussi faire preuve d'expérience en administration, d'une formation scolaire solide et d'un engagement envers l'excellence dans l'enseignement. Conformement aux exigences prescrites en matiere d'immigration au Canada, cette annonce s'adresse aux citoyens canadiens et aux residents permanents. Les conditions d'emploi suivent fes dispositions d'une convention collective. L'Université d'Ottawa applique une politique d'équité en matiere d'emploi et encourage fortement les femmes a poser leur candidature. Pour obtenir de plus amples informations ou pour faire demande, prière de faire parvenir votre candidature, votre curriculum vitae ainsi que le nom et fes coordonnées de trois repondants avant le 28 fevriel 2003, au Dr Bernaid Jasmin, directeu, Département de médecine cellulaire et moléculaire, Université d'Otawa, Ottawa, ON, K1H 8M5, (613) 562-5425, telécopieur (613) 562-5636 ou courriel: jasmin@uottawa.ca. Note: Le génelique masculin est utilise dans l'unique but d'alléger le texte.

MEDICINE

■ **THE UNIVERSITY OF OTTAWA** — The Department of Cellular and Molecular Medicine invites applications for a tenure-track position at the rank of Assistant Professor commencing April 1, 2003. The candidate will be required to undertake teaching responsibilities in both French and English primarily in the fields of systems physiology, anatomy and pathophysiology. Duties will include the teaching and coordination of undergraduate and graduate courses, specific components of the first and second year medical curriculum in physiology, and undergraduate health science courses in anatomy, physiology, neuroanatomy and pathophysiology. In addition, the professor will be required to participate in other teaching, curriculum development, technology-assisted learning and administrative functions in the Department of Cellular and Molecular Medicine. The position calls for someone who enjoys working in a team-based approach with other faculty developers and who seeks to make scholarly contributions to higher education in the biomedical field. The candidate will be expected to develop innovative educational strategies and programs, including novel computer-based technologies, that improve the delivery of a cohesive and levitalized education in the Medical, Health and Biomedical Sciences, in both official languages. As such, the Department is interested in candidates possessing experience in the development of multimedia teaching tools and in the systematic planning, measurement and evaluation of both teaching and learning outcomes. Applicants require a PhD from a recognized university with a specialization in the biomedical sciences or a related field. The candidate must also possess or be registered in an advanced program in health / medical education. In addition, an excellent knowledge of medical terminology, as well as an active knowledge (oral and written) of both official languages is essential. Pieference will be given to candidates with a proven competency and track record in teaching, course coordination, course development and technology-assisted learning at the University level. Candidates should have demonstrated administrative experience, a strong academic background and a commitment to excellence in teaching. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents. Conditions of employment aie set by a collective agieement. In keeping with a proactive policy on employment equity, the University of Ottawa strongly encouiages applications from women candidates. To obtain more information or make application, contact Dr. Bernard Jasmin, Chair, Department of Cellular and Molecular Medicine, University of Ottawa, Ottawa, ON, K1H 8M5, (613) 562-5425, Fax (613) 562-5636 or e-mail: jasmin@uottawa.ca before February 28, 2003. Enclose curriculum vitae and the names and contact information of three references with letter of application.

■ **VANCOUVER HOSPITAL (Vancouver Coastal Health Authority)** — The Division of Hematology requires a specialist physician in Hematology with Apheresis Experience for a 6 month locum beginning in May 2003. Primary responsibilities will include on service coverage of the Apheresis Service (Cell Separator Unit) and Hematology Consultation Services at Vancouver General Hospital (part of Vancouver Coastal Health Authority (VCHA)). On call 1 in 3. Salary support and benefits as per current agreement with VCHA. Interested individuals should contact Dr. Stephen Nantel, Medical Director, Hematology/BMT CPU, Vancouver General Hospital, Room 3300-950 West 10th Avenue, Vancouver, BC V5Z 4E3, Phone: 604-875-4863, Fax: 604-875-4763, Email: kellynn@bccancer.bc.ca before March 28th, 2003.

■ **McGILL UNIVERSITY HEALTH CENTRE** — We are seeking Family Physicians and/or Specialists to provide primary and secondary care within the Department of Medicine at the McGill University Health Care (MUHC) in the following clinical areas: Transition/Long-term Care, Palliative Care, Medical Oncology, Respiratory Medicine. The successful applicant will function as part of a dynamic multidisciplinary team. Applicants may request to be involved in one or more of the above listed four clinical areas and may choose to be full-time or part-time. Three of these clinical areas are eligible for AMPs for Family Physicians. Favorable and flexible on-call arrangements are available and the positions offer exciting opportunities for continuing education, teaching and research. Successful candidates will hold MUHC and McGill appointments in the Department of Family Medicine and/or the Department of Internal Medicine, as appropriate. All candidates are encouraged to apply. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. McGill University is committed to equity in employment. Applicants are requested to submit their CV to: Dr. Tim Meagher, Associate Physician-in-Chief, MUHC Department of Medicine, Montreal General Hospital, 1650 Cedar Avenue, #D6.237, Montreal, Quebec H3G 1A4. Tel: (514) 934-1934, ext. 43064, Fax: (514) 937-0803, Email: tim.meagher@mcgill.ca.

■ **MEMORIAL UNIVERSITY OF NEWFOUNDLAND** — Applications are invited for a tenure track faculty position in the Division of Basic Medical Sciences, Faculty of Medicine, Memorial University of Newfoundland, St. John's, Newfoundland, Canada. The Division consists of approximately 35 faculty members with research strengths in cardiovascular science, cancer research, immunology, and neuroscience. Applicants with a clinical or basic science research background in any discipline within the cardiovascular field will be considered. Preferences will be given to appointment at the Assistant Professor level. Applicants must have an M.D. or PhD degree and post-doctoral training. Successful candidates are expected to develop externally funded research programs and participate in medical, undergraduate and graduate graduate teaching. Additional information regarding the Faculty of Medicine and Memorial University of Newfoundland may be found at www.med.mun.ca and www.mun.ca. Memorial University is the largest university in Atlantic Canada and plays an integral role in the educational and cultural life of Newfoundland and Labiador. Offering diverse undergiaduate and graduate programs to almost 16,000 students, Memorial provides a distinctive and stimulating environment for learning. The main campus is located in St. John's, a safe, friendly city with great historical charm, a vibrant cultural east coast lifestyle, and easy access to a wide range of outdooi activities. To apply, send curriculum vitae, description of research interests and the names of three references to the office of the Associate Dean, Division of Basic Medical Sciences, Faculty of Medicine, Memorial University of Newfoundland, St. John's, Newfoundland, Canada, A1B 3V6 (jblundon@mun.ca). Application review will begin April 1, 2003 and continue until an appointment is made. Applications from all qualified candidates are welcome, however, Canadian and permanent residents will be given priority. Memorial University is committed to the principles of employment equity and encourages applications from qualified women and men, visible minorities, aboriginal people and persons with disabilities.

MODERN LANGUAGES & LINGUISTICS

■ **McMASTER UNIVERSITY** — The Department of Modern Languages and Linguistics invites applications for a 3-year, Contractually Limited Appointment in Spanish at the level of Lecturer or Assistant Professor, depending on qualifications, commencing July 1, 2003. The minimum annual salary for Assistant Professor as of July 1, 2003 is $48,129.00. The main responsibility of the successful candidate will be to teach the equivalent of three full courses (or 6 half courses) in the Spanish language, including general and specialized translation, as well as modern Spanish peninsular literature and culture. Some of these courses may be taught in English. The applicant should have native or near-native command of Spanish as well as English, show evidence of teaching excellence, and hold a PhD in Spanish. All qualified candidates are encouraged to apply; however, Canadians and Permanent Residents will be given priority. McMaster University is strongly committed to employment equity within its community, and to recruiting a diverse faculty and staff. The University encourages applications from all qualified candidates, including women, members of visible minorities, Aboriginal persons, members of sexual minorities, and persons with disabilities. A complete curriculum vitae and letters by three referees, should be sent before March 14, 2003 to, Dr. Fiorigio Minelli, Chair, Department of Modern Languages and Linguistics, McMaster University, 1280 Main Street West, Hamilton, Ontario, L8S 4M2, E-mail: modlangs@McMaster.ca.

■ **McMASTER UNIVERSITY** — The Department of Modern Languages and Linguistics invites applications for a 10-month Contractually Limited Appointment (CLA) in Linguistics at the rank of Assistant Professor, commencing August 1, 2003. The minimum annual salary for Assistant Professor as of July 1, 2003 is $48,129.00. The main responsibility of the successful candidate will be to teach undergraduate courses (6 half courses in total) in all branches of theoietical linguistics (Syntax, Moiphology, Typology, etc.) and a course in Psycholinguistics. The applicant must hold a PhD in Linguistics, with specialization in one of the areas of theoietical linguistics, and show evidence of excellence in teaching. A research record and publications are highly desirable. All qualified candidates are encouraged to apply; however, Canadians and Permanent Residents will be given priority. McMaster University is strongly committed to employment equity within its community, and to recruiting a diverse faculty and staff. The University encouiages applications from all qualified candidates, including women, members of visible minorities, Aboriginal persons, members of sexual minorities, and persons with disabilities. The Department of Modern Languages consists of 18 members and offers undergiaduate programmes in German, Italian, Linguistics, Japanese Studies, and Spanish. Applications, including curriculum vitae and letters by thiee referees, should be sent before March 14, 2003 to: Dr. Fiorigio Minelli, Chair, Department of Modern Languages and Linguistics, McMaster University, 1280 Main Stieet Wesi, Hamilton, Ontario, L8S 4M2, E-mail: modlangs@McMaster.ca.

MODERN LANGUAGES & LITERATURES

■ **THE UNIVERSITY OF OTTAWA** — The Department of Modern Languages and Literatures announces the opening of a full-time, tenure-track position for an Associate/Full Professor starting 1 July, 2003. Fields of specialization: contemporary Spanish narrative with emphasis on Women's literature, gender and cultural studies. PhD relevant to the fields of specialization required. Experience and publication record should be such as to qualify the candidate to supervise graduate research and to be a member of the Faculty of Graduate and Postdoctoral Studies. Proven experience in graduate supervision at the PhD level and native or near native eommand of Spanish will be important assets. The University of Ottawa is a bilingual institution and bilingualism is a condition for appointment. The successful candidate will be expected to teach undergraduate and graduate courses in all three languages (Spanish, French and English). All qualified candidates are encouraged to apply, however, Canadian and Permanent Residents will be given priority. The University of Ottawa is committed to an employment equity program and strongly encourages applications from women. Salary in accordance with the University of Ottawa collective agreement. Applications, including a curriculum vitae, recent publications, and the names of three referees, should be sent before 1 April, 2003 to: Dr. José Ruano de la Haza, Chair, Department of Modern Languages and Literatures, University of Ottawa, 70, Laurier Avenue East, Ottawa, Ontario K1N 6N5, Tel. +613-562-5929, Fax. +613-562-5138, E-mail: jmiuezo@uottawa.ca.

MODERN PHILOSOPHY

■ **YORK UNIVERSITY** — The Faculty of Arts, Department of Philosophy invites applications for one contractually limited appointment at the Assistant Professor level, from 1 July 2003 to 30 June 2004. Salary commensuiate with qualifications; competitive benefits. Area of Specialisation: History of modern philosophy. The successful candidate will be iequired to teach a wide range of courses. Candidates should have a PhD in Philosophy and demonstrated excellence in teaching and iesearch. Please send curriculum vitae, writing sample, and three academic ieferences to: Chair, Search Committee, Department of Philosophy, York University, 4700 Keele St., Toronto, Ontario, Canada M3J 1P3, Fax (416) 736-5114. Deadline for applications: April 15, 2003. For further information see http://www.arts.yorku.ca/phil.

MUSIC

■ **UNIVERSITY OF PRINCE EDWARD ISLAND** — The Department of Music invites applications for a 9-month term in Voice and Choral Conducting at the rank of Lecturer/Assistant Professor, January 1–May 31, 2004. This position is subject to budgetary approval. Teaching duties in UPEI's undergraduate music program will include the instruction of voice majors, conducting the choral ensembles, and teaching Choral Techniques. Additional teaching duties based on the strengths of the successful candidate may be assigned. Qualifications: Minimum Masters; Doctorate preferred. Send letter of application, curriculum vitae, vocal audio tape, and three current letters of reference to: Dr. Karem J. Simon, Chair, Department of Music, University of Prince Edward Island, Charlottetown, PE C1A 4P3 (E-mail: ksimon@upei.ca). Deadline: August 15, 2003, or when position is filled. The University of Prince Edward Island encourages applications from qualified men and women, including members of visible minorities, Aboriginal peoples and persons with disabilities. In accordance with Canadian immigration requirements, priority consideration will be given to Canadian citizens and permanent residents.

MUSIQUE

■ **UNIVERSITY OF ALBERTA** — La Faculté Saint-Jean sollicite des candidatures pour un poste à temps plein de professeur adjoint en musique, menant à la permanence et entrant en vigueur le 1er juillet 2003. La personne engagée devra posséder (ou être en voie d'obtenir) un doctorat pertinent et faire preuve d'un programme de recheiche en art vocal et chant choral. Une excellente connaissance de la langue française est requise et une experience dans l'enseignement universitaire au niveau du premier cycle sera un atout. En plus de diriger le chorale de la Faculté, la peisonne devra donnei des leçons de chant, des cours d'ensemble choral, de théoiie et de solfège, de littératuie vocale, d'expression vocale et coiporelle et manifester un inteiêt pour l'enseignement interdisciplinaire dans le contexte d'une majeure proposée en art vocal et études théâtrales. Faculté de langue française au sein d'une université de langue anglaise, la Faculté Saint-Jean accueille des étudiants francophones et anglophones dans ses programmes de BA, BMus/BEd combinee de 5 ans (proposé, conjointement avec la Faculty of Arts), BAA (conjointement avec la Faculty of Business), BEd, BEd apies diplôme, BSc, MA et MEd. Conformément aux exigences relatives à l'immigration du Canada, ce poste est offert aux citoyens-es et aux iesidents-es permanents-es. Les demandes seront acceptées jusqu'au 30 avril 2003. Une letira de demande, un curriculum vitae détaillé et les noms de trois répondants doivent être envoyés à: Madame Claudette Taidif, PhD, doyenne, Faculté Saint-Jean, University of Alberta, 8406, rue Marie-Anne-Gaboury (91 Street), Edmonton, Alberta T6C 4G9 Télécopieur (780) 465-8760. Les dossieis reçus pour ce concours seront gérés selon les dispositions de la Loi de l'accès à l'information et de la protection des renseignements personnels. La University of Alberta embauche selon le mérite. Nous sommes engagés au principe d'équité en matiere d'emploi. Nous favorisons la diveisité et encourageons les candidatures de toute personna qualifiée, femmes et hommes, y compris les personnes handicapées, les membres des minorités visibles et les autochtones.

NEUROSCIENCE

■ **McGILL UNIVERSITY** — The Montreal Neurological Institute (MNI) at McGill University invites applications from outstanding candidates for a research associate position in the Cognitive Nauroscience Unit. The successful candidate will hold a PhD in a field related to cognitive neuroscience and will have postdoctoral experience, and proven track record in brain imaging, neuropsychology, and language development, preferably all in pediatric populations. He/she will be expected to: 1) work as research associate to an established senior scientist 2) teach at the undergraduate level. Salary will be commensuiate with qualifications. Applicants should submit a letter of interest, curriculum vitae, and thiii names of three referees to: Dr. Tomas Paus, Associate Professor, McGill University, Montreal

Université Laurentienne
École des sciences de l'activité physique

L'École des sciences de l'activité physique sollicite des candidatures à un poste de professeure ou professeur francophone. Il s'agit d'un poste menant à la permanence, disponible à compter du 1 juillet 2003. Le (la) candidat(te) doit detenir un doctorat (Ph.D) et être capable d'établir un programme de recherche dans son domaine. Le (la) candidat(te) sélectionné(e) devra enseigner en français une combinaison des cours suivants : anatomie, activité physique adaptée, santé, ergonomie et une ou deux activités. L'Université Laurentienne souscrit au principe de l'équité en matière d'emploi et encourage toutes les personnes qualifiées à poser leurs candidatures. Conformément à la politique du bilinguisme de l'Université, le bilinguisme passif (français/ anglais) est une condition d'obtention de la permanence. En accord avec les exigences de l'Immigration canadienne, la priorité sera accordée aux citoyens canadiens et aux résidents et résidentes permanents. Ce poste sera comblé sous réserve de l'approbation budgétaire. Le dossier de la candidate ou du candidat devra contenir une lettre d'intention, un curriculum vitae détaillé précisant les publications et les recherches en cours et trois lettres de références. Le dossier doit parvenir avant le **30 mars 2003** au : **Dr Sandy Knox, Directrice de l'École des sciences de l'activité physique, Université Laurentienne, Chemin du Lac Ramsey, Sudbury Ontario P3E 2C6.**

DEAN, FACULTY OF SOCIAL SCIENCES
McMaster University

McMaster University

The Faculty of Social Sciences comprises subject areas Anthropology, Economics, Geography, Gerontology, Health Studies, Kinesiology, Labour Studies, Political Science, Psychology, Religious Studies, Social Work and Sociology. Please consult www.socsci.mcmaster.ca.

The Dean will provide strong academic and administrative leadership, with particular focus on fostering scholarship, creating linkages across areas of study, promoting inclusive interdisciplinary instruction and collegiality, and enhancing the Faculty's profile inside and outside the University.

The ideal candidate is an experienced, effective leader with strong interpersonal skills who has the ability to foster excellence in research and teaching, a sophisticated and deeply felt understanding for the range of disciplines in the Faculty, along with budgetary experience, energetic advocacy and creativity in new endeavours.

All qualified candidates are encouraged to apply; however, Canadians and Permanent Residents will be given priority. McMaster University is strongly committed to employment equity within its community, and to recruiting a diverse faculty and staff. The University encourages applications from all qualified candidates, including women, members of visible minorities, Aboriginal persons, members of sexual minorities and persons with disabilities.

Should you want to learn more about this unique leadership opportunity, call Libby Dybikowski or Maureen Geldart at (604) 913-7768 or forward your CV, a letter of introduction and the names of three referees in confidence to Provence Consulting, Suite 202 – 1555 Marine Drive, West Vancouver, BC V7V 1H9 Fax: (604) 913-8356, e-mail search@provenceconsulting.com To apply on line, go to www.provenceconsulting.com

Provence consulting inc.

We will communicate with all who express interest.

CAREERS CARRIÈRES

Neurological Institute, 3801 University St., Room 2S19, Montreal, QC, Canada, H3A 2B4. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. McGill University is committed to equity in employment. Applications should be received by March 15, 2003.

NURSING

■ **THE UNIVERSITY OF NEW BRUNSWICK** — The Faculty of Nursing invites applications for tenure-track or instructor positions beginning on August 1, 2003 (subject to budgetary approval). Salary and rank will be commensurate with qualifications and experience. Located in Fredericton, the University of New Brunswick is one of Canada's premier comprehensive universities and plays a significant role in enhancing the social and economic lives of the people of New Brunswick. The Faculty of Nursing is located on the UNB Fredericton campus with two ancillary sites in Moncton and Bathurst, a cooperative relationship with the Department of Nursing at UNB-Saint John, and a collaboration with Humber College in Toronto. The Faculty of Nursing has recently opened a "downtown" Community Health Clinic for vulnerable people, which not only helps to serve the health care needs of our community but provides opportunities for faculty research and student practice. Further information about the University of New Brunswick and the Faculty of Nursing is available at http://www.unb.ca. The Faculty of Nursing offers three programs leading to a baccalaureate degree: basic BN, Advanced Standing BN, and a distance BN/RN. An MN program, including thesis, report, and an Advanced Nurse Practitioner stream, is offered for full and part-time study using various distance technologies. The Faculty has international affiliations and numerous educational and research partnerships with the practice community. In 1998, the faculty received a 7-year CAUSN accreditation, reflecting successful implementation of a caring curriculum and commitment to an interactive, co-learning teaching philosophy. The preferred candidates will have graduate degrees in Nursing, up to the doctoral level, current clinical expertise, and demonstrated excellence in research and scholarly endeavors. Experience and/or interest in course development for using diverse technologies for distance delivery is an additional strength. Candidates must be eligible for registration with the Nurses' Association of New Brunswick. Preference will be given to candidates who demonstrate one of the following: 1. Expertise in acute care nursing and a vision for creative models of clinical teaching; 2. Expertise in psychiatric nursing and a vision for creative models of clinical teaching; 3. Expertise in pediatric nursing; 4. Expertise in Community and Family Nursing; 5. A Graduate Nurse Practitioner. A curriculum vitae and three letters of reference should be forwarded to: Dr. Cheryl Gibson, Dean, Faculty of Nursing, University of New Brunswick, PO Box 4400, Fredericton, NB, Canada E3B 5A3, Fax: (506) 447-3057. Deadline for application: May 15, 2003.

■ **THE UNIVERSITY OF WINDSOR** invites applications for faculty positions in the Faculty of Nursing in the area Women's Health and Maternal-Child Nursing commencing as early as July 1, 2003. Subject to Budgetary Approval. For a detailed position description visit our website at: www.uwindsor.ca/facultypositions. Contact: Dr. Sheila Dresen, Dean, Faculty of Nursing, University of Windsor, Windsor, ON, N9B 3P4, Tel: 519 253.3000, Ext. 2259, Fax: 519.973.7084; Email: dresen@uwindsor.ca. For information on the University of Windsor or the City of Windsor, contact Dr. Janice Drakich, Director, Faculty Recruitment at 877-665-6608 (toll free) or recruit@uwindsor.ca.

ONCOLOGY

■ **THE McGILL UNIVERSITY** Prostate Cancer Research Program is seeking a full-time molecular biologist at the level of Assistant or Associate Professor to become part of a growing translational research team, currently composed of 2 molecular and cell biologists, 3 clinician-scientists and a molecular pathologist, focused on prostate cancer biology. The individual must have a PhD, a strong background in cancer research, preferably in the investigation of prostate cancer, and is expected to establish an independently funded research program. The appointment will be primarily in the Department of Surgery/Division of Urology and will be associated with the Department of Oncology. Salary will be commensurate with the candidate's experience and rank. In accordance with Canadian Immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. McGill University is committed to equity in employment. Interested individuals should send their curriculum vitae before April 20, 2003 to: Armen Aprikian, MD., McGill Prostate Cancer Centre, Division of Urology, McGill University Health Centre, 1650 Cedar Avenue, L8-309, Montreal, Quebec, H3G 1A4, Canada, Tel:514-934-8295, Fax:514-934-8297, Email: armen.aprikian@muhc.mcgill.ca.

PHILOSOPHY

■ **THE UNIVERSITY OF WINDSOR** invites applications for a tenure-track position in the Department of Philosophy at the rank of Assistant Professor commencing as early as July 1, 2003. AOC or AOS in Feminist Philosophy. Subject to budgetary approval. For a detailed position description visit our website at: www.uwindsor.ca/facultypositions. Contact: Professor Janet Hony Blair, Head, Department of Philosophy, University of Windsor, Windsor, Ontario N9B 3P4, Phone: 519.253.3000, Ext. 2408, Fax: 519.971.3610, E-mail: jblair@uwindsor.ca. For information on the University of Windsor or the City of Windsor, contact Dr Janice Drakich, Director, Faculty Recruitment at 877-665-6608 (toll free) or recruit@uwindsor.ca.

PHYSICS

■ **THE UNIVERSITY OF WATERLOO** — The Department of Physics invites applicants for tenure-track positions at the Assistant, Associate, and Full Professor level in the one of the following areas of theoretical physics: (i) quantum gravity, including string theory, canonical quantization, black hole thermodynamics, non-commutative geometry, and other approaches; (ii) quantum information theory, including quantum computing, quantum algorithms, and quantum cryptography, (iii) astroparticle physics, including early-universe and inflationary cosmology, standard-model alternatives to dark matter and dark energy, gravitational lensing, and gravitational radiation. All applicants must have a PhD degree, a record of exceptional research accomplishments and promise for excellence in teaching. Junior level applicants must be able to demonstrate excellent potential for research. Salary range commensurate with qualifications and experience. Candidates should submit by regular mail a curriculum vitae, an outline of present research program, a brief future research plan, and a statement of their teaching goals. Arrangements should be made for three letters of reference to be sent. Materials should be addressed to the Chair, Department of Physics, University of Waterloo, Waterloo, Ontario, Canada, N2L 3G1, Tel: (519) 888-4567, Ext. 6831; E-mail: physics@uwaterloo.ca. Applications will be considered at any time until the position is filled. We encourage applications from all nationalities. Further information about the Department can be found on our web page http://www.science.uwaterloo.ca/physics. All qualified candidates are encouraged to apply, however Canadians and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. This appointment is subject to the availability of funds.

PLANT BIOCHEMISTRY

■ **THE UNIVERSITY OF GUELPH** seeks to recruit an outstanding scientist to a tenure-track faculty position in the Department of Botany. We seek an interactive individual with the ability to establish and sustain a vigorous and creative externally-funded research program. The successful candidate must have a PhD in a relevant discipline, coupled with a minimum two years' post-doctoral experience, and will be expected to have published in areas that complement research strengths in the department, particularly in areas of plant metabolism. Candidates experienced in the use of molecular techniques and plant transformation will be at an advantage. The successful individual must have a proven track record of research success and, ideally, evidence of external funding and independence. In addition, candidates should have evidence of exemplary teaching performance at both graduate and undergraduate levels. A history of academic service contributions would be an essel. Further information about the College and the Department may be found through www.uoguelph.ca/CBS. Applicants should send their curriculum vitae, a research plan summary, four representative publications and the names and addresses of three referees to: Dr. Michael J. Emes, Dean, College of Biological Science, University of Guelph, Guelph, Ontario, Canada N1G 2W1. Review of applications will commence April 14, 2003 and will continue until the position is filled. All qualified candidates are encouraged to apply; however, Canadians and Permanent Residents will be given priority. The University of Guelph is committed to an employment equity program that includes special measures to achieve diversity among its faculty and staff. We therefore particularly encourage applications from qualified aboriginal Canadians, persons with disabilities, members of visible minorities and women.

POLITICAL SCIENCE

■ **CARLETON UNIVERSITY** — Subject to budgetary approval, the Department of Political Science invites applications for a tenure-track appointment at the rank of assistant professor effective July 1, 2003. The successful candidate will demonstrate an expertise in International Relations theory. An ability to teach in the areas of the global environment or European security would be an asset, but applications are not limited to these specializations. Applicants must have a completed PhD and a commitment to effective teaching and scholarly research. Applications, including curriculum vitae and the names of at least three referees, should be made to: Professor Chris Brown, Chair, Department of Political Science, Carleton University, 1125 Colonel By Drive, Ottawa, Ontario, Canada, K1S 5B6. The closing date for applications is March 31, or until the position is filled. All qualified candidates are encouraged to apply. The applications of Canadians and Permanent Residents will be given priority. Carleton University is committed to equality of employment for women, aboriginal peoples, visible minorities and persons with disabilities. Persons from these groups are encouraged to apply.

■ **CARLETON UNIVERSITY** — Subject to budgetary approval, the Department of Political Science invites applications for a tenure-track appointment at the rank of assistant professor effective July 1, 2003. The position involves a cross-appointment between the two units. We are seeking candidates with the background and ability to teach graduate level courses in 20th century Central or Southeast European and/or Russian (Soviet) history; undergraduate or graduate courses relating to European integration and/or European security, and a portion of an interdisciplinary MA seminar relating to the area. Applicants must have a completed PhD. Knowledge of one of the region's languages and an active research program are required. Applications, including curriculum vitae, undergraduate transcripts, and three letters of reference should be made to: Professor Joan DeBardeleben, Director, Institute of European and Russian Studies, Carleton University, 1125 Colonel By Drive, Ottawa, Ontario, Canada, K1S 5B6. The closing date for applications is March 30, 2003 or until the position is filled. All qualified candidates are encouraged to apply. The applications of Canadians and Permanent Residents will be given priority. Carleton University is committed to equality of employment for women, aboriginal peoples, visible minorities and persons with disabilities.

■ **CARLETON UNIVERSITY** — Subject to budgetary approval, the Department of Political Science invites applications for a two-year term appointment at the rank of instructor effective July 1, 2003. The field within political science is open. The successful candidate will be expected to teach both introductory and upper-level undergraduate courses. Applicants must have a completed PhD and an established record of effective teaching. Applications, including curriculum vitae and the names of at least three referees, should be made to: Professor Chris Brown, Chair, Department of Political Science, Carleton University, 1125 Colonel By Drive, Ottawa, Ontario, Canada, K1S 5B6. The closing date for applications is March 31, or until the position is filled. All qualified candidates are encouraged to apply. The applications of Canadians and Permanent Residents will be given priority. Carleton University is committed to equality of employment for women, aboriginal peoples, visible minorities and persons with disabilities. Persons from these groups are encouraged to apply.

■ **THE UNIVERSITY OF WINDSOR** invites applications for a tenure-track faculty position in the Department of Political Science in the area of Diaspora Studies commencing as early as July 1, 2003. Subject to Budgetary Approval. For a detailed position description visit our website at: www.uwindsor.ca/facultypositions. Contact: Dr. Tom Najem, Head, Department of Political Science, University of Windsor, Windsor, ON, N9B 3P4; Tel: 519.253.3000, Ext. 2347; Fax: 519.973.7094, Email: tnajem@uwindsor.ca. For information on the University of Windsor or the City of Windsor, contact Dr Janice Drakich, Director, Faculty Recruitment at 877-665-6608 (toll free) or recruit@uwindsor.ca.

POLITICAL STUDIES

■ **BISHOP'S UNIVERSITY** — The Department of Political Studies invites applications for a tenure-track position in Comparative Politics with an regional specialization in European Politics. The position is at the Assistant Professor level and would commence July 1st, 2003. The successful candidate should have a PhD in political science and would be expected to teach introductory and more advanced courses in both Comparative Politics and European Politics. Salary would be commensurate with qualifications and experience. Applications, including CV and the names of three referees, should be sent as soon as possible to Dr. Andrew Stritch, Chair, Department of Political Studies, Bishop's University, Lennoxville, Quebec, J1M 1Z7, or by e-mail to mgallich@ubishops.ca. This position is open to all qualified applicants.

PSYCHOLOGY

■ **THE UNIVERSITY OF TORONTO AT MISSISSAUGA** — The University of Toronto at Mississauga (UTM), Department of Psychology, invites applications for a tenure track faculty position in hearing, speech, and/or language at the advanced associate or full professor level, effective July 1, 2004. The successful candidate will become a member of the new Centre for Research on Biological Communication Systems (CRBCS), and will be nominated for a Tier I Chair in the prestigious Canada Research Chair Program (http://www.chairs.gc.ca). These federally endowed chairs are open to all nationalities. We are looking for a person interested in human communication who takes a computational approach to the study of hearing, speech, or language. The successful applicant will be expected to maintain an active, externally funded program of research and to contribute to the education and training of undergraduate and graduate students. Salary will be commensurate with qualifications and experience. The successful applicant will join the Human Communication Research Group within CRBCS. This highly successful research group will be moving in July, 2004, to a newly constructed 1100 square meter research facility, containing ten sound-proof chambers and state-of-the art signal-processing and behavioural recording equipment (in both audio and visual modalities) that will permit researchers to study any aspect of human communication. The successful applicant will be appointed to the graduate faculty in Psychology (with opportunities for cross-appointments to other relevant Departments) and will be invited to contribute to a new program in Communication, Culture, and Information Technology (CCIT), jointly sponsored by UTM and Sheridan College (http://ccit.erin.utoronto.ca/). The University of Toronto at Mississauga, one of three campuses of the University of Toronto, is located in the City of Mississauga, on the western border of Toronto, approximately 20 km from downtown Toronto. In light of the extensive expansion (60% growth) projected to occur at UTM over the next 10 years, we anticipate the addition of many new positions in Psychology and the Life Sciences. New buildings are being constructed, and existing laboratory facilities are being renovated to support expansion in Human Communication and Technology, Bio-technology, and Behavioural-Genetics. Please see our website for further details (http://www.erin.utoronto.ca/~w3psy/). Interested applicants should submit a curriculum vitae, statement of research and teaching interests, and copies of representative publications to Dr. Bruce A. Schneider, Department of Psychology, University of Toronto at Mississauga, 3359 Mississauga Road North, Mississauga, Ontario, Canada, L5L 1C6. Three letters of recommendation should also be sent to Dr. Schneider. On July 1, 2003, we will begin to consider and interview those candidates with completed files, although the search will remain open until a successful candidate is found. The University especially welcomes applications from visible minority group members, women, Aboriginal persons, persons with disabilities, members of sexual minority groups, and others who may contribute to the further diversification of ideas.

■ **THE UNIVERSITY OF WINDSOR** invites applications for a tenure-track position in the Department of Psychology in the area of Child Clinical Psychology commencing as early as July 1, 2003. Subject to budgetary approval. For a detailed position description visit our website at: www.uwindsor.ca/facultypositions. Contact: Dr. Shelagh Towson, Head, Department of Psychology, University of Windsor, Windsor, Ontario N9B 3P4, Phone: 519.253.3000, Ext. 2215, Fax: 519.973.7021, E-mail: towson@uwindsor.ca. For information on the University of Windsor or the City of Windsor, contact Dr Janice Drakich, Director, Faculty Recruitment at 877-665-6608 (toll free) or recruit@uwindsor.ca.

RECREATION & LEISURE STUDIES

■ **THE UNIVERSITY OF WATERLOO** — Applications are being accepted for a tenure-track position at the Assistant Professor level in Recreation and Leisure Studies. The successful candidate must have a PhD in Recreation and Leisure Studies or a related field, e.g., management studies, social psychology, tourism, sociology, political science. Applicants should be able to teach and conduct research in leisure policy and/or service delivery and/or recreation administration and/or other related areas of leisure studies. Demonstrated achievement in research is required. Duties involve research, teaching at both the undergraduate and graduate level, and supervising graduate students. Salary range will be commensurate with qualifications and experience. Anticipated start date is July 1st, 2003, but the position will remain open until a suitable candidate is found. The review of applications will begin on April 1st 2003 and continue until the position is filled. A curriculum vitae and three letters of reference directly from referees should be sent to Dr. Susan M. Shaw, Chair, Department of Recreation and Leisure Studies, University of Waterloo, Waterloo, Ontario N2L 3G1. Further information about the Department can be found at http://www.ahs.uwaterloo.ca/rec/. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples and persons with disabilities. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. This appointment is subject to the availability of funds.

RELIGION

■ **CARLETON UNIVERSITY** — The College of Humanities invites applications for a two-year appointment in Religion (with the possibility of renewal) at the Lecturer or Assistant Professor level, subject to budgetary approval. The program in Classics and Religion is housed in the College of Humanities. The successful candidate will teach courses in early Christianity and introductory courses in the Religion program, some of which may be offered on the university instructional television network. The ability to teach courses on comparative religious themes will be an asset. PhD completed, or near to completion, required as well as a commitment to effective teaching and scholarly research. All qualified candidates are encouraged to apply. The applications of Canadian citizens and permanent residents will be given priority. Carleton University is committed to equality of employment for women, aboriginal peoples, visible minorities and persons with disabilities. Persons from these groups are encouraged to apply. A letter of application, a curriculum vitae, and three letters of reference are to be sent by March 31, 2003 to: Prof. S.G.Wilson, Director, College of the Humanities, Carleton University, 1125 Colonel By Drive, Ottawa, Ontario, Canada K1S 5B6

■ **CARLETON UNIVERSITY** — The College of the Humanities invites applications for a two-year appointment in Religion (with the possibility of renewal) at the Lecturer or Assistant Professor level, subject to budgetary approval. The program in Classics and Religion is housed in the College of the Humanities. The successful candidate will teach courses in various aspects of Judaism (area of expertise open) and introductory courses in the Religion program, some of which may be offered on the

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Canadian Association of University Teachers
Association canadienne des professeures et professeurs d'université

Occupational Health & Safety Officer
Agent(e) en santé et sécurité au travail

The Canadian Association of University Teachers, the national voice for university academic staff in Canada, is inviting applications for the position of **Occupational Health & Safety Officer.**

Duties include assisting local associations protect the health and safety of their members, preparing fact sheets and other material on health and safety problems in academic workplaces, developing CAUT training programs for local health and safety committee members, liaising with experts in specific occupational health and safety issues and raising public awareness about health and safety concerns in universities and colleges.

The officer will represent CAUT at meetings of advisory groups, liaise with occupational health and safety officials in the labour movement and in the academic community, monitor occupational health and safety legislation and provide bargaining advice.

The ideal candidate will have demonstrated expertise in occupational health and safety issues and in assisting workers to protect their rights to healthy and safe workplaces, the ability to write technical material in a readable format and experience in collective bargaining and dispute resolution in a post-secondary education context. The successful candidate must have excellent communication skills in English; the ability to communicate effectively in French is a definite asset.

Interested candidates should forward their applications by **April 7, 2003** to: **James Turk, Executive Director, CAUT, 2675 Queensview Drive, Ottawa ON K2B 8K2**; fax: 613-820-7244; e-mail turk@caut.ca.

L'Association canadienne des professeures et professeurs d'université, porte-parole nationale du corps universitaire au Canada, sollicite des candidatures pour le poste d'agent ou d'agente en santé et sécurité au travail.

Le travail consiste à aider les associations locales à protéger la santé et la sécurité de leurs membres, à rédiger des feuillets de renseignements et d'autres documents sur les problèmes de santé et de sécurité en milieu de travail universitaire, à élaborer des programmes de formation de l'ACPPU pour des membres de comités de sante et de sécurité à l'échelle locale, à entretenir des rapports avec des spécialistes de la santé et de la sécurité au travail et à sensibiliser le public aux préoccupations que soulèvent la santé et la sécurité dans les universités et les collèges.

Le ou la titulaire du poste représentera l'ACPPU à des réunions de groupes consultatifs, assurera la liaison avec des agents en santé et sécurité au travail du monde syndical et du milieu universitaire, surveillera la législation en matière de santé et securité au travail et fournira des conseils pour la négociation collective.

La personne idéale aura fait la preuve de son expérience en santé et sécurité au travail, de l'aide apportée aux travailleurs et travailleuses dans le but de protéger leur droit à un milieu de travail sain et sûr, de son aptitude à rediger lisiblement des documents techniques, de son expérience en négociation collective et en règlement de différends dans le contexte de l'enseignement postsecondaire. La personne retenue possède d'excellentes aptitudes à communiquer en anglais. L'habilité à communiquer efficacement en français est un atout certain.

Les personnes intéressées sont priées de soumettre leur demande avant le 7 avril 2003 à : **James Turk, directeur général, ACPPU, 2675, promenade Queensview, Ottawa (Ontario) K2B 8K2**; télécopieur : 613-820-7244; courriel turk@caut.ca.

CAUT
ACPPU

CAREERS CARRIÈRES

university instructional television network. The ability to teach ethics or comparative religious themes will be considered an asset. PhD completed, or near to completion, required as well as a commitment to effective teaching and scholarly research. All qualified candidates are encouraged to apply. The applications of Canadian citizens and permanent residents will be given priority. Carleton University is committed to equality of employment for women, aboriginal peoples, visible minorities and persons with disabilities. Persons from these groups are encouraged to apply. A letter of application, a curriculum vitae, and three letters of reference are to be sent by March 31, 2003 to: Prof. S.G.Wilson, Director, College of the Humanities, Carleton University, 1125 Colonel By Drive, Ottawa, Ontario, Canada K1S 5B6.

SOCIAL SCIENCE

■ **THE UNIVERSITY OF WINNIPEG** — Subject to budgetary approval the University of Winnipeg Department of Politics intends to make a tenure-track appointment in Aboriginal Politics/Self-Governance. The appointment may be at any academic rank. Candidates in relevant disciplines other than Political Science are encouraged to apply. The Department of Politics is currently developing an Aboriginal Self-Governance Program. The successful applicant will assume the Directorship of the Program, and will be expected to teach core courses in Aboriginal Politics at the undergraduate and graduate level, maintain an active research program, and provide leadership and overall direction to the Program. Candidates with a PhD and teaching experience will be preferred. Salary will be commensurate with experience. The University of Winnipeg is a downtown campus located in a city which has the largest urban Aboriginal population in Canada, and which is an important centre of Aboriginal politics and culture. The appointment will be effective July 1, 2003. The University of Winnipeg is an equity employer; both men and women, as well as minorities, are encouraged to apply. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens or permanent residents. Letters of application with a current curriculum vitae and three letters of recommendation should be sent to: Dr. Allen Mills, Chair, Department of Politics, The University of Winnipeg, 515 Portage Avenue, Winnipeg, MB, R3B 2E9, Fax: (204) 774-4134. The deadline for applications for this position has been extended and applications will be accepted until April 15, 2003.

SOCIAL WORK

■ **MEMORIAL UNIVERSITY OF NEWFOUNDLAND** — Applications are invited for two tenure-track positions which, depending on qualifications, will be at the assistant, associate or full professor rank. Newfoundland and Labrador presents many social and economic challenges for its half million people. Nearly half the population live within 100 kilometers of St. John's, the provincial capital and North America's oldest city. The remainder live in smaller urban centres and rural communities throughout the island portion of the province and in northern and remote communities in Labrador. The School of Social Work is committed to social justice and equity through interdisciplinary knowledge building and professional education. It prepares graduates for ethical, competent, innovative and effective practice with all groups in society. The undergraduate curriculum is distinguished by its emphasis on advanced generalist practice in urban, rural and remote communities; a part time and full time MSW emphasizes direct practice; and, an innovative PhD program prepares graduates for leadership in social work education, research and practice. In all its programs, the School encourages a stimulating and challenging learning environment which addresses social work education, research, scholarship, community service, and professional practice. The BSW and MSW programs are accredited by the Canadian Association of Schools of Social Work. The School's mission, distinctive features, and leadership capacity promotes a diverse faculty complement. Preferred candidates will have a doctorate, or be nearing completion of doctoral studies, in social work or a related discipline. Assets for the position include: a record of scholarship; a clearly articulated program of research or potential research; teaching experience in a variety of courses in undergraduate and graduate programs; potential to contribute to the PhD program; and ability to work collaboratively with a wide range of community and academic professionals. Persons in all social work substantive areas are encouraged to apply. The School is particularly interested in candidates whose interests include community capacity building, rural and northern practice, Aboriginal peoples, gerontology and child welfare. The incumbent in one of the positions will be appointed Associate Director, Undergraduate Programs and will be responsible for guiding the development of the undergraduate curriculum. Formulation and implementation of relevant policies and practices, and administration of associated operations. While the preferred candidate in this position will have the qualifications noted above, candidates with an MSW and substantial teaching, curriculum development and management experience will be considered. The successful applicant with these qualifications will be offered a two-year contractual position, (with potential for renewal) at the assistant professor rank. Memorial University is the largest university in Atlantic Canada. As the province's only university, Memorial plays an integral role in the education and cultural life of Newfoundland and Labrador. Offering diverse undergraduate and graduate programs to almost 16,000 students, Memorial provides a distinctive and stimulating environment for learning in St. John's, a safe, friendly city with great historic charm, a vibrant cultural life, and easy access to a wide range of outdoor activities. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Memorial University is committed to employment equity and encourages applications from qualified women and men, visible minorities, aboriginal people and persons with disabilities. Applications (including a covering letter, current curriculum vitae and contact information for three references) should be submitted by April 11, 2003 to: Dr. Ken Bartel, Chair, Search Committee, c/o Office of the Director, School of Social Work, Memorial University of Newfoundland, St. John's, NL A1C 5S7, Tel: 709-737-2030, Fax: 709-737-7701, Email: kbarter@mun.ca.

■ **THE UNIVERSITY OF WINDSOR** invites applications for a tenure-track faculty position in the School of Social Work in the area of Family and Children, Health, Gerontology, and Social Services commencing as early as July 1, 2003. Subject to Budgetary Approval. For a detailed position description visit our website at: www.uwindsor.ca/facultypositions. Contact: Dr. Forrest C. Hansen, Interim Director, School of Social Work, University of Windsor, Windsor, ON, N9B 3P4; Tel: 519.253.3000, Ext. 3067; Fax: 519.973.7036; Email: socwork@uwindsor.ca. For information on the University of Windsor or the City of Windsor, contact Dr. Janice Drakich, Director, Faculty Recruitment at 877-665-6608 (toll free) or recruit@uwindsor.ca.

SOCIOLOGY

■ **BRANDON UNIVERSITY'S** Department of Sociology invites applications for a two-year term position, subject to budget. The required qualification for the position is the Doctorate, however sociologists whose doctorate is in a related interdisciplinary area and ABD applicants will also be considered. The successful candidate will have a minimum of two of the following areas of specialization: communications, environmental sociology, industrial sociology, mass media and popular culture, policing and law enforcement, social problems, sociology of technology and science. In addition to teaching courses in the substantive areas of specialization, the incumbent will also teach courses in introductory sociology and sociological theory. Candidates whose research and/or teaching interests contribute to Aboriginal Studies, Global Studies, Rural Development, and/or Women's Studies are particularly encouraged to apply. Rank and salary: Commensurate with qualifications and experience. Start date: 1 August 2003. Deadline for applications: April 15th or until the position is filled. Interested candidates should forward their vitae, transcripts, the names of three references, and supporting documentation providing evidence of teaching and research accomplishment: Dr. Scott Gillis (gillss@brandonu.ca, Dean of Arts, 270-16th Street, Brandon, Manitoba, Canada R7A 6A9. For additional information about Brandon University please visit our web site: www.brandonu.ca. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Aboriginal people are encouraged to apply.

■ **ST. MARY'S COLLEGE** invites applications for a tenure track appointment in Sociology at the Assistant Professor level starting August 1, 2003, subject to budgetary approval. Candidates should present a completed PhD in Sociology and a strong commitment to undergraduate teaching excellence. An academic background in Social Justice, Ethnicity or Family Issues would be an asset. A desire to teach introductory sociology is essential. Normal teaching load is three courses per term. St. Mary's College is a small liberal arts and sciences Catholic college that currently offers university courses at the first and second year level, and is applying to the Province of Alberta for the right to grant a three-year Bachelor of Arts degree. For more information on the College, visit the web site at www.stmcab.ca. All qualified candidates are invited to apply. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. Applications including a curriculum vitae, teaching evaluations, the names of three referees, and a sample of research and published writing should be submitted by April 18, 2003, to Dr. Peter Docherty, Chair, Sociology Search Committee, St. Mary's College, 14500 Bannister Road S.E. Calgary, Alberta, T2X 1Z4, Canada, Fax (403) 531-9136, Email peter.docherty@stmcab.ca.

■ **THE UNIVERSITY OF WINDSOR** invites applications for tenure-track and limited-term positions in the Department of Sociology and Anthropology commencing as early as July 1, 2003. Subject to budgetary approval. For detailed position descriptions visit our website at: www.uwindsor.ca/facultypositions. Contact: Dr. Tanya Basok, Interim Department Head, Sociology and Anthropology, University of Windsor, Windsor, ON, N9B 3P4; Tel: 519.253.3000, Ext. 2190; Fax: 519.971.3621; Email: basok@uwindsor.ca. For information on the University of Windsor or the City of Windsor, contact Dr. Janice Drakich, Director, Faculty Recruitment at 877-665-6608 (toll free) or recruit@uwindsor.ca.

SPANISH

■ **THE UNIVERSITY OF WATERLOO** — Applications are being accepted for a one year definite term position at the lecturer or assistant professor level in Spanish beginning after August 1, 2003. The successful candidate must have, or be near completion of, a PhD in Spanish. Duties will include teaching language courses at the undergraduate level. Salary range commensurate with qualifications and experience. The closing date for applications is April 30, 2003. Send curriculum vitae and arrange for three letters of reference to be sent to: Professor M.A. Gutiérrez, Chair, Department of Spanish and Latin American Studies, University of Waterloo, Waterloo, Ontario N2L 3G1 Canada. All qualified candidates are encouraged to apply; however Canadians and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. This appointment is subject to the availability of funds.

STATISTICS & ACTUARIAL SCIENCE

■ **SIMON FRASER UNIVERSITY** — The Department of Statistics and Actuarial Science at Simon Fraser University, British Columbia invites applications for nomination for the NSERC University Faculty Award 2003 competition. Candidates are required to hold a PhD in any area of Statistics or Actuarial Science at the time of appointment and should show strong potential in research and commitment to teaching. A tenure-track appointment will accompany the award, effective on the start date of the award. The NSERC University Faculty Award is a targeted award towards female or Aboriginal researchers who would like to remain in, or return to, the Canadian university research environment. Candidates must be Canadian citizens or permanent residents. Further information about the program is available at http://www.nserc.ca/programs/schol4_e.htm. Our department has a strong applied focus with eleven faculty members. Further information about our Department is found at http://www.stat.sfu.ca. Information about SFU is available at http://www.sfu.ca. Deadline for applications is 1 September 2003 with appointments in 2004. Please submit (a) your curriculum vitae; (b) up to five publications that provide an overview of your research; (c) a letter outlining your future research programme and your teaching philosophy, and (d) the names and contact information of 3 referees who should forward letters of reference directly to us. Please send applications in confidence to: Carl Schwarz, Chair, Department of Statistics and Actuarial Science, Simon Fraser University, 8888 University Drive, Burnaby, British Columbia, Canada V5A 1S6. Phone: 604.291.3376; Fax 604.291.4368, Email: cschwarz@stat.sfu.ca. Simon Fraser University is committed to the principle of equity in employment and offers equal employment opportunities to qualified applicants, in accordance with Canadian Immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. All appointments are subject to budgetary authorization.

STUDIO ARTS

■ **CONCORDIA UNIVERSITY** — The Studio Arts Department of the Faculty of Fine Arts is seeking applicants for a full-time, tenure track Assistant Professor level position in Painting and Drawing effective August 1, 2003 (subject to budget approval). The candidate should have an established record of professional accomplishment as a painter. S/he will teach painting and drawing courses at the undergraduate level and eventually within the MFA Program in Painting. Candidates for this position should possess a MFA degree or equivalent, a minimum of two years university teaching experience, relevant administrative experience, a strong exhibition record, the ability to engage in curriculum development and to teach at both undergraduate and graduate levels. As well, they must have a strong critical/theoretical background and a contemporary understanding of both extended and discipline-based approaches to painting and drawing practice. Submissions should include a c.v., 20 slides of work, slides of student work (if possible), a statement of teaching philosophy, a list of courses taught with course descriptions and three letters of recommendation. Bilingualism (English and French) will be considered an asset. Applications with a SASE should be submitted by March 30th, 2003 to: Department Personnel Committee, Department of Studio Arts, Faculty of Fine Arts, Concordia University, 1455 de Maisonneuve Blvd. West, Montreal, P.Q., H3G 1M8, Canada. All qualified candidates are encouraged to apply, however, Canadians and permanent residents will be given priority. Concordia University is committed to Employment Equity and encourages applications from women, aboriginal peoples, visible minorities and disabled persons.

■ **CONCORDIA UNIVERSITY** — The Studio Arts Department of the Faculty of Fine is seeking applicants for a Limited Term Appointments, in Studio Art (ARTX) effective August 1, 2003–May 31, 2004 (subject to budget approval). The successful candidate would be required to teach 3 Studio courses, in addition to service. Applicants should be able to teach both traditional and non-traditional hybrid studio techniques and processes and to address pertinent historical and contemporary issues, examining their relationship to contemporary art practice. Applicants should have active exhibition practices that reflect a range of studio based disciplines. Should be prepared to teach both two and three-dimensional principles of form through individualized content. Teaching should investigate conceptual and critical issues through a variety of traditional and non-traditional approaches. Pedagogy should encourage an in class working discipline through a material exploration of different techniques. Long term and short term assignments should be supported by didactic visual material (slides, videos and reproductions), selected readings, discussions, and special events (organized visits, invited speakers, and workshops). Candidates should possess a MFA degree or equivalent, a minimum of two years university teaching experience, relevant administrative experience, a strong exhibition record, the ability to engage in curriculum development and to teach at both undergraduate and graduate levels. As well, they must have a strong critical/theoretical background and a contemporary understanding of both extended and discipline-based approaches to painting and drawing practice. Submissions should include a c.v., 20 slides of work, slides of student work (if possible), a statement of teaching philosophy, a list of courses taught with course descriptions and three letters of recommendation. Bilingualism (English and French) will be considered an asset. Applications with a SASE should be submitted by March 30th, 2003 to: Department Personnel Committee, Department of Studio Arts, Faculty of Fine Arts, Concordia University, 1455 de Maisonneuve Blvd. West, Montreal, P.Q., H3G 1M8, Canada. All qualified candidates are encouraged to apply, however, Canadians and permanent residents will be given priority. Concordia University is committed to Employment Equity and encourages applications from women, aboriginal peoples, visible minorities and disabled persons.

CAUT ACPPU
BULLETIN

Publisher's Statement
Déclaration de l'éditeur

The publisher will not accept advertisements of academic positions restricting applications on grounds of race, national origin, religion, colour, sex, age, marital status, family status, ethnicity, disability, sexual preference, social origin, or political beliefs or affiliation. CAUT expects that all positions advertised in the *Bulletin* are open to both men and women. Advertisements using restrictive language will not be accepted except when the language is consistent with Human rights legislation. Where any bona fide reasons for exemption from general policy stated above exist, it is the responsibility of the institution which intends to place a restrictive advertisement to provide the Editor of the *Bulletin* with a statement as to these reasons.

Many Canadian universities are signatories to the Federal Contractors Program. The program requires that suppliers of goods and services to the federal government who employ 100 persons or more and who want to bid on federal contracts (including research contracts) of $200,000 or more must commit themselves to implementing employment equity as a condition of their bid. This commitment requires the identification and removal of artificial barriers to the selection, hiring, promotion and training of women, aboriginal peoples, persons with disabilities and visible minorities. As a result, applications for some positions advertised in the CAUT *Bulletin* may be asked to provide information of a confidential nature.

As a service to CAUT members interested in positions available in other countries, the *Bulletin* accepts advertisements for these positions. The view of academic freedom and the extent to which it is protected in other countries may vary. Except in the case of the United States, where the Association of American University Professors (AAUP) investigates alleged violations of academic freedom, there is no method by which we can provide any verifiable information concerning the state of academic freedom at universities outside of Canada. CAUT publishes a list of universities censured by AAUP twice a year. Further information about those censures can be obtained by writing to AAUP, Suite 500, 1012 - 14th. St. N.W., Washington, DC 20005, tel: 202-737-5900.

L'éditeur n'accepte pas d'annonces de postes d'administration ni d'enseignement qui restreignent les candidatures pour des raisons de race, d'origine nacale, de religion, de couleur, de sexe, d'âge, d'état civil, de situation familiale, ethniques, d'incapacité, d'orientation sexuelle, d'origine sociale ou de convictions ou d'attaches politiques, generales. L'ACPPU s'attend à ce que tous les postes annoncés dans le *Bulletin* soient offerts aux hommes et aux femmes. Les annonces utilisant un langage restrictif ne sont pas acceptees à moins qu'elles soient conformes à la loi sur les droits de la personne. Il incombe à l'établissement qui a l'intention de faire paraître une annonce restrictive de fournir à la redactrice du *Bulletin* une déclaration énoncant ces raisons.

Beaucoup d'universités canadiennes se sont jointes au Programme de contrats fédéraux. Le programme exige que les fournisseurs de biens et services au gouvernement fédéral qui emploient au moins 100 personnes et veulent soumissionner des contrats fédéraux (y compris des contrats de recherche) d'au moins 200 000 $ doivent s'engager, comme condition de la soumission, à appliquer l'equité dans l'emploi. Cet engagement exige que l'on supprime tout obstacle artificiel à la sélection, à l'embauche, à l'avancement et à la formation des femmes, des autochtones, des personnes handicapées et des minorités visibles. A cette fin, on pourra demander aux candidat(e)s à certains postes annoncés dans le Bulletin de fournir des renseignements à caractere confidentiel.

Le *Bulletin* accepte les offres d'emploi à l'extérieur du Canada à titre de service pour les membres de l'ACPPU qui pourraient être intéressés. La perception de la liberté universitaire et son degré de protection peut varier d'un pays à l'autre. A l'exception des États-Unis, où l'Association of American University Professors enquête sur des prétendues violations de la liberté universitaire, il n'existe aucune méthode nous permettant de verifier la situation de la liberté universitaire dans les universités étrangères. Deux fois par année, l'ACPPU publie une liste d'universités tarsant l'objet de censure par l'AAUP. Pour obtenir des renseignements supplémentaires sur ces censures, prière d'écrire à l'AAUP, suite 500, 1012 14th. St. N.W., Washington, DC 20005; tél: (202)737-5900.

Tarifs de publicité

SECTION CARRIÈRES

Grandes annonces*	4,25 $/agate
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SECTION ÉDITORIALE

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The Montreal Neurological Institute of McGill University

Faculty Positions in Neuroscience

The Montreal Neurological Institute (MNI) at McGill University is initiating a major recruiting effort supported by private donations and new government initiatives in research funding. These include the Canadian Institutes for Health Research, the Canada Research Chairs, the Canada Foundation for Innovation, Fonds de la Recherche en Santé du Québec, Genome Canada, Genome Québec and NanoQuébec. In the past two years the MNI has received more than $35M in government funds to build and equip new laboratories, and in the past seven years 18 new faculty members have been recruited to the Institute.

We are seeking applications for tenure track faculty positions at all levels and in all disciplines of neuroscience. The MNI has a vibrant research environment and is an integral part of McGill University located in downtown Montreal. Faculty research interests span the breadth of neuroscience. Moreover, the neuroscience community at McGill and in greater Montreal is one of the largest and most diverse in North America. The MNI has about 45 independent investigators, more than 120 graduate students and over 50 postdocs. In addition, the MNI is adjacent to new research buildings dedicated to genomics, proteomics and bioinformatics. We offer highly attractive salary and start-up packages and an exceedingly high quality of life in Montreal, one of North America's greatest and most lively cities.

Basic science and disease related programs include:

Anatomy and physiology of neuronal systems and networks
Development
Genetics - molecular and population
Learning, memory and language
Neuronal cell biology
Neuronal signaling
Brain and neural imaging - including anatomical, functional and spectroscopic MRI (human and animal), PET imaging (human and animal), along with confocal and electron microscopy
Epilepsy
Movement disorders
Multiple Sclerosis
Neuromuscular diseases
Brain tumours

Applicants should have an MD, a PhD or the equivalent and at least three years of postdoctoral research training. Clinician scientists with combined degrees are encouraged to apply. Please send a letter outlining your current and future research interests, a copy of your curriculum vitae and the names and addresses of three references to:

Dr. Devid Colman
Director
Montreal Neurological Institute
McGill University
3801 University St.
Montreal, Quebec H3A 2B4
CANADA

Send email inquiries and applications to: facultysearch.mni@mcgill.ce

Application deadline: April 30, 2003

More information at www.mni.mcgill.ca.

In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. McGill University is committed to equity in employment

CAREERS CARRIÈRES

sess a MFA degree or equivalent, a minimum of two years university teaching experience, relevant administrative experience, and a strong exhibition record. As well, they must have a strong critical/theoretical background and a contemporary understanding of both extended and discipline-based approaches to studio practice. Submissions should include a cv, 20 slides of work, slides of student work (if possible), a statement of teaching philosophy, a list of courses taught with course descriptions and (if relevant) a list of imaging and editing software in which the candidate has expertise and at least three letters of recommendation. Bilingualism (English and French) will be considered an asset. Applications with a SASE should be submitted by March 30th, 2003 to: Departmental Personnel Committee, Department of Studio Arts, Faculty of Fine Arts, Concordia University, 1455 de Maisonneuve Blvd. West, VA 236, Montreal, Quebec, H3G 1M8. All qualified candidates are encouraged to apply, however, Canadians and permanent residents will be given priority. Concordia University is committed to Employment Equity and encourages applications from women, aboriginal peoples, visible minorities and disabled persons.

■ **CONCORDIA UNIVERSITY** — The Studio Arts Department of the Faculty of Fine Arts of Concordia University is seeking applicants for an Extended Term Appointment (ETA) position in Fibres & Studio Arts effective June 1st, 2003 (subject to budget approval). This ETA appointment is intended to respond to specific teaching and service needs. The initial appointment will be (36) months at the rank of Lecturer, and is subject to renewal in accordance with the CUFA collective agreement. The candidate should have substantial experience in Fibres, but also be capable and prepared to teach in one or more of the following other areas (Ceramics, Drawing, Interdisciplinary Studies, Painting, Photography, Printmaking, Sculpture, Video). Candidates for this position should possess an MFA degree or equivalent, a minimum of two years university teaching experience, the ability to engage in curriculum development and to teach at both undergraduate and graduate levels. They must have a strong critical/theoretical background and a contemporary understanding of both extended and discipline-based approaches to studio practice, and relevant administrative experience. Submissions should include a c.v., 20 slides of work, slides of student work, (if possible) a statement of teaching philosophy, a list of courses taught with course descriptions, a list of imaging software in which the candidate has expertise, and three letters of recommendation. Bilingualism (English and French) will be considered an asset. Applications with a SASE should be submitted by March 30th, 2003 to: Departmental Personnel Committee, Department of Studio Arts (VA 236), Re: Extended Term Appointment Position in Fibres, Faculty of Fine Arts, Concordia University 1455 de Maisonneuve Blvd. West, Montreal, P.Q. H3G 1M8, Canada. All qualified candidates are encouraged to apply, however, Canadians and permanent residents will be given priority. Concordia University is committed to Employment Equity and encourages applications from women, aboriginal peoples, visible minorities and disabled persons.

THEATRE

■ **THE UNIVERSITY OF REGINA** — Pending budgetary approval, applications are invited for a twelve-month term appointment at the rank of Assistant Professor for a specialist in Dramatic Criticism and Theory, to commence July 1, 2003. Applicants should have a PhD and an active record of teaching and publication. A background in Dramaturgy and/or playwriting is desirable but exceptional candidates with any specialization will be considered. The successful applicant will be required to teach all levels of classes in the Literature/Criticism area, including Introductory Dramaturgy and Critical Approaches to Theatre. In addition to regular University committee activity, all Theatre Department members are required to perform administrative duties related to running the production program that serves as the core of all of the department's teaching. This Theatre Department is housed in the new University Centre, which has two state of the art teaching theatres, a 400 seat proscenium with a balcony, full fly tower and adjoining shop, and an experimental space with flexible seating up to 200. Faculty renewal has allowed the department to re-build its eight-member faculty with individuals who maintain active professional/creative/research records. The successful applicant will be expected to do the same. Please submit applications with curriculum vitae, all university transcripts, and the names of three referees who have been asked to send letters, by April 30, 2003 to: Kathryn Laurin, Dean, Faculty of Fine Arts, University of Regina, Regina, SK, Canada, S4S 0A2. The University of Regina is committed to employment equity and welcomes applications from all qualified candidates. Canadian Aboriginal people, persons with disabilities, members of visible minorities, and women are invited to identify themselves as members of these designated groups on their applications. In accordance with Canadian immigration regulations this advertisement is directed to Canadian citizens and permanent residents.

THEOLOGY

■ **THE UNIVERSITY OF ALBERTA** — St. Joseph's College, The Roman Catholic undergraduate college at the University of Alberta, invites applications for a five-year limited term appointment in Catholic Moral Theology effective July 1, 2003. Applicants should have demonstrated teaching competence in the Catholic tradition in such areas as sexual ethics, bioethics, marriage, adolescent spirituality and sexuality; PhD preferred. Salary and benefits are competitive. Applicants should submit a letter of application, cv, and arrange for three confidential letters of reference to be sent to: Dr. Denis J. Haughey, Acting Dean, St. Joseph's College, University of Alberta, Edmonton, AB T6G 2J5 by March 31, 2003. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. If suitable Canadian citizens or permanent residents cannot be found, other individuals will be considered. As a Catholic post-secondary institution, St. Joseph's College hires on the basis of merit and is committed to employment equity. For further information concerning the College see our website: www.ualberta.ca/~stjosph.

TOURISM MANAGEMENT

■ **THE UNIVERSITY OF GUELPH** invites applications for a tenure track position in the area of Tourism Management. The appointment is expected to be at the rank of Assistant Professor. The successful candidate will have a PhD in Tourism Management or a related field, have demonstrated potential in research, and a primary teaching focus in Tourism Management. Coordinated through the Faculty of Management, the School of Hospitality and Tourism Management offers a 4-year Bachelor of Commerce (Honours) program and an undergraduate co-op program. At the graduate level the School offers an MBA with an annual intake of 40 students, delivered both by distance and by full time residency, and Management Development programs directed to mid-career professionals. There are approximately 1,900 undergraduates registered in the B.Comm. at Guelph, of which nearly 600 are in the School of Hospitality and Tourism Management. An application, including a statement of interest, curriculum vitae and the names of three referees, should be submitted in writing no later than March 31st, 2003 to: Professor Geoffrey Smith, Assistant Director, School of Hospitality and Tourism Management, University of Guelph, Guelph, Ontario, Canada N1G 2W1, Phone: (519) 824-4120, ext. 56118, Fax: (519) 823-5512. The appointment will be effective July 1, 2003 and salary will be in accordance with experience. Information about the School can be found at www.htm.uoguelph.ca/. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Guelph is committed to an employment equity program that includes special measures to achieve diversity among its faculty and staff. We therefore particularly encourage applications from qualified aboriginal Canadians, persons with disabilities, members of visible minorities and women.

VETERINARY MEDICINE

■ **THE UNIVERSITY OF ALBERTA** — The University Veterinarian provides leadership and executive support in implementing all University of Alberta policies on the ethics and use of animals for teaching, research and testing. Acting as Executive Secretary of the University Animal Policy and Welfare Committee (UAPWC), the University Veterinarian provides support for the three Faculty committees for Animal Policy and Welfare within the University and acts as an effective liaison between them, the UAPWC and the Office of the Vice-President (Research). The University Veterinarian is the primary contact for the University with the Canadian Council on Animal Care (CCAC) and is responsible for many other related duties, including: develop training programs and facilitates widespread access to information; involvement with many committees dealing with protocol review processes, biosafety, biosecurity, facility repair and renovation, and issues management; coordinate all CCAC site visits; play a key role in communication with external organizations and the general public on animal welfare matters at the University; hold authority for decisions concerning the day-to-day application of animal welfare policy and procedures at the University. The University Veterinarian is a continuing Faculty Service Officer (FSO) level IV position and the 2002/03 salary range for the position is $72,990-$91,265. The position is available as of July 1, 2003. Applicants must possess a degree in veterinary medicine or equivalent. Being nationally recognized in professional organizations involved in the use of animals for teaching and research would be desirable. Also desirable would be: experience in university administration and government relations, knowledge of applicable CCAC guidelines and Government of Alberta legislation, an ability to lead and facilitate discussions on ethical issues, and an aptitude for developing training programs and communicating new information to researchers and the public. Applications, supported by a curriculum vitae and the names of three referees, should be submitted on or before the deadline of March 31, 2003 to: Dr. Bill McBlain, Associate Vice-President (Research), University of Alberta, 3-5 University Hall, Edmonton, Alberta T6G 2J9; Tel: (780) 492-5320; Fax: (780) 492-3189; E-mail: bill.mcblain@ualberta.ca. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Alberta hires on the basis of merit. We are committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons.

VETERINARY PATHOLOGIST

■ **THE UNIVERSITY OF GUELPH** — The Department of Pathobiology, Ontario Veterinary College, University of Guelph, invites applications for a tenure-track faculty position at the Assistant or Associate Professor level in veterinary pathology. The ideal candidate will have a degree in veterinary medicine and a PhD or DVSc in anatomic pathology. Duties will encompass teaching veterinary and graduate students in the discipline of pathology, including experiential education by participation in the diagnostic activities of the University's Animal Health Laboratory (AHL), and the development of an active extra-mually funded research program appropriate for graduate and postdoctoral student education. Preference will be given to candidates who are board eligible or certified by the American College of Veterinary Pathologists. Willingness to be an active member of the Department, College, University, and scientific communities is expected. The Department has recognized strengths in mammalian and compaiative pathology, veterinary infectious diseases, and immunology. Faculty have established research programs in a variety of areas funded through provincial, federal, and industrial sources and the Department has an excellent infrastructure to support animal research. The Ontario Veterinary College is currently involved in a comprehensive effort to institute a well integrated competency based curriculum for veterinary students, which offers the opportunity to apply innovative teaching concepts. The AHL serves the Veterinary Teaching Hospital and the veterinary community at large with a broad range of diagnostic specialists and a well equipped facility. The City of Guelph is a pleasant community of 100,000 people, adjacent to southern Ontario's technology triangle, approximately one hour west of Toronto. The University of Guelph is committed to an employment equity program that includes special measures to achieve diversity among its faculty and staff. We therefore particularly encourage applications from qualified Aboriginal Canadians, persons with disabilities, members of visible minorities and women. All qualified candidates are encouraged to apply, however, Canadians and permanent residents will be given priority. Salary is negotiable and commensurate with qualifications. The deadline for applications is July 31, 2003, or until a suitable candidate is found. Please send a complete curriculum vitae and the contact information for three references to: Dr. John Prescott, Acting Chair, Department of Pathobiology, University of Guelph, Guelph, Ontario, Canada N1G 2W1, Fax: (519) 824-5930, email: prescott@ovc.uoguelph.ca. For information on the Department or City see: http://www.ovc.uoguelph.ca/PathoBio/, http://www.city.guelph.on.ca.

Send ads via e-mail.

ads@caut.ca

VETERINARY PHYSIOLOGIST

■ **THE UNIVERSITY OF GUELPH** — The Department of Biomedical Sciences, Ontario Veterinary College, is seeking applicants for two tenure-track positions at the Assistant or Associate Professor level. Applicants must have a D.V.M degree or equivalent and a PhD degree or equivalent. Appointments are sought to contribute to undergraduate teaching in physiology in the D.V.M. and B.Sc. programs. Prior academic teaching experience in physiology or biochemistry relevant to the North American context is preferred. The Department of Biomedical Sciences, together with the Departments of Clinical Studies, Pathobiology, and Population Medicine, and the Veterinary Teaching Hospital, comprise the academic core of the Ontario Veterinary College. The Department of Biomedical Sciences offers undergraduate courses in the Doctor of Veterinary Medicine (D.V.M.) program, and in the Bio-Medical Science and the Toxicology Bachelor of Science (B.Sc.) majors. Further information about the undergraduate programs can be found on the university, college and departmental websites: http://www.uoguelph.ca ; http://www.ovc.uoguelph.ca; http://www.uoguelph.ca/BioMed. Applicants should have an established research program, or exhibit the potential for establishing a successful, funded research program. The University has significant collaborative links with other universities, and health science centres in southern Ontario, and has a unique relationship with the Ontario Ministry of Agriculture and Food (OMAF), providing access to research stations and support funding. The Department offers M.Sc. and PhD programs, and is also involved in the Doctor of Veterinary Science (D.V.Sc.) graduate program administered by the College. The successful applicants, as members of the graduate faculty, will be expected to participate fully in the Department's graduate programs. Further information about the graduate programs and current research activity can be found on the college and departmental web sites. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University is committed to an Employment Equity Program that includes special measures to achieve diversity among its faculty and staff. We therefore particularly encourage applications from qualified aboriginal Canadians, persons with disabilities, members of visible minorities, and women. Salary is negotiable and commensurate with experience and qualifications. The deadline for applications is April 21st, 2003, or until the positions are filled. Please send a letter of application, a complete curriculum vitae, which should include a teaching dossier, and the names and addresses of four referees to: Dr. J. F. Leatherland, Chair, Department of Biomedical Sciences, Ontario Veterinary College, University of Guelph, Guelph, ON N1G 2W1, Canada. Fax (519) 767 1450; E-mail: jleather@ovc.uoguelph.ca. Further information concerning the application format is posted on the departmental web site.

ACCOMMODATIONS

■ **TORONTO B&Bs** — Looking for a dependable Bed & Breakfast in downtown Toronto? www.cnycentrebnbs.com.

■ **EDUCATORS B&B TRAVEL NETWORK** — $32 a night for two | Almost 6,000 B&B's Worldwide. Educators hosting Educators since 1986. "A great service "We were overwhelmed by the kindness and hospitality of our hosts!" David and Alice, both professors, Halifax, NS, Canada. See our complete membership directory and join online at www.educatorstravel.com, Box 5279, Eugene, OR 97405 (800) 377-3480. Fun, Friends, and Adventure with Fellow Educators!

■ **EDINBURGH, SCOTLAND** — Fully furnished 3-bedroom flat for rent from September 2003 to June 2004. Centrally located (New Town). All mod cons inc. central heating, shower, washing machine, and dishwasher. Children welcome. Call Kathryn Chetcuti or Stephen Brown (705) 741-5252 or (705) 748-1011 ext. 1238. E-mail: kchetcuti@trentu.ca or swbown@trentu.ca.

■ **FIRENZE/ITALY** — Sabbatical/holiday rental — historical centre, attractive one-bedroom apartment, sleeps 2/4. Monthly (4 weeks). Euro 900.00 + util; weekly 480.00 (two people) all incl. Spezzotti, Ph + 39-055-245-739, Fx +39-055-247-6266, e-mail: curotti@tiscali.it.

■ **SOUTHERN FRANCE, PROVENCE** — Villa For Rent. Sept. 1, 2003 to May 31, 2004. Fully furnished 3 bedroom, large office/library, 1 acre, wooded, inground swimming pool, tennis court, near Aix-en-Provence. $1400 per month plus utilities. Contact Dr. Sandra Beckett at 905 687 7315 or sbeckett@spartan.ac.brocku.ca.

■ **FRANCE, Lyon** — Furnished 3 bedroom house. Minutes to public transportation. Available from April/03. 1 month minimum. www.bbtoronto.com/lyon.

■ **FRANCE — FOR RENT** — Elegant house in village, 3 bedrooms, study, 30 min. to Nimes and Montpellier. Fully equipped. Sep 1st 2003 - June 30th 2004. $1200 per month. (514) 487 2312; desplan@vax2.concordia.ca.

OKANAGAN UNIVERSITY COLLEGE

Assistant Professor Positions

OUC is a comprehensive, multi-campus institution delivering post-secondary education and training to the population in British Columbia's Southern Interior. With 7,000 full- and part-time students enrolled in vocational, developmental, applied and academic programs, OUC is focused on developing new and more responsive answers to the learning needs of an evolving society and economy.

OUC is currently seeking applications for the following Assistant Professor positions in its Faculty of Science and its Faculty of Arts.

1) FACULTY OF SCIENCE – KELOWNA

Computer Science
Term (full-time) appointment
Competition No. 128FAC02
Closing Date: March 28, 2003

Biology
Term (full-time) appointment
Competition No. 130FAC02
Closing Date: March 31, 2003

2) FACULTY OF ARTS

Sociology – Kelowna
Term (full-time) appointment
Competition No. 129FAC02
Closing Date: March 21, 2003

English – Kelowna
Term (part-time) appointment
Competition No. 01FAC03
Closing Date: March 17, 2003

Anthropology – Kelowna
Term (full-time) appointment
Competition No. 04FAC03
Closing Date: March 27, 2003

English – Kelowna
Term (full-time) appointment
Competition No. 03FAC03
Closing Date: March 17, 2003

Geography – Vernon
Tenure-track appointment
Competition No. 07FAC03
Closing Date: April 15, 2003

English – Vernon
Term (full-time) appointment
Competition No. 02FAC03
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OUC wishes to thank all applicants for their interest. Only those applicants selected for further consideration will be contacted. In accordance with Canadian Immigration requirements, priority will be given to Canadian Citizens and Landed Immigrants (permanent residents) of Canada.

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COMMENTARY
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Simplifying the Academic Hierarchy

Once upon a time, academic titles and hierarchies made sense. Today's intellectual and institutional diversities make traditional hierarchies less useful and less meaningful.

By JOHN JEFFRIES MARTIN

VIEWED as a calling or a vocation, scholarship has an inevitably vexed relation to institutional life. What place, after all, can there be within the academic hierarchy for inspiration, intuition, and intellectual passion? Since institutions insist on measuring scholarship, what possible criteria can they employ? If scholarship is measured by quantity, quality is sacrificed. If it is measured by quality, subjective factors come into play. We may believe that our Old Regime of titles and perquisites – reaching from lecturer to professor and beyond – makes sense, but much evidence suggests that our hierarchies are irreparably flawed, if not hypocritical.

Toward the end of the First World War, the eminent German sociologist Max Weber grappled with this question in his famous lecture "Wissenschaft als Beruf," generally rendered as "Science as a Vocation," although a more accurate translation would be "Scholarship as a Vocation or Career." Early in the lecture, on his way to deeper questions about the relation of scholarship to meaning, Weber highlighted the issue of titles or ranks. He found the capriciousness of academic hierarchies unsettling. "Do you in all conscience believe," he asked an audience of university students, some of whom may have aspired to professorships, "that you can stand seeing mediocrity after mediocrity, year after year, climb beyond you, without becoming embittered and without coming to grief?"

Hierarchy & Tradition

To Weber, the problems in academia were intractable, based on the impossibility of reconciling calling with bureaucracy. In academic life, as in modern culture in general, Weber said, progress meant disenchantment, the loss of a sense of mystery in the face of the scientific mastery of the world – a mastery that nonetheless failed to address questions of meaning.

Looking back at the history of the academic profession, I wonder if the problem is as intractable as Weber believed. Legal, medical, and academic careers all developed as professions in the last third of the nineteenth century, but only the academic world embellished itself with a highly articulated hierarchy of ranks and titles. European, particularly German, traditions were influential. Rather than a high income, the German professor enjoyed the "prestige" of his rank, and American academics in this period – many of them from patrician backgrounds – embraced the plutocratic model. Scholarship, moreover, was to be demonstrated throughout one's career. It was the senior scholar rather than the younger academic whose books and articles would win him promotion to the rank of "full" professor. In this sense, the academic career differed substantively from both law and medicine – fields in which examinations could establish whether or not the practitioner was competent and in which most practitioners were never granted special titles. They were simply "doctors" or "attorneys at law."

For a hierarchy to function well, it must be based on shared standards. Such shared standards are elusive in education. Not only does the meaning of a particular title vary enormously among colleges and universities, but the system is flawed within most individual institutions as well. Ranks are meant to be a measure of merit, but the achievement of full professorship depends also upon extraneous factors. In Weber's day, wealth and religion were predominant determinants, with Jews, in particular, facing virtually insurmountable barriers to careers as professors. In our society, gender is a determinant. Academic careers, ostensibly open to women, remain based on a patriarchal model of intellectual labor that assumes indefatigable devotion to one's institution (and hence no or few familial obligations). American colleges and universities have done well in appointing more women to academic positions; they have done less well, however, in promoting them to full professor.

A factor in promotion decisions that is less visible than gender is the diversity of intellectual practices. By "practices," I mean the methodologies, forms of research, and the conventions of publishing that are perceived as normative within a particular discipline. In some fields, articles are given more weight than books in promotion decisions. Subfields matter as well: it simply takes more time to research and prepare a manuscript on Thucydides and the Peloponnesian War or the Umayyad dynasty of the early Islamic world than one on Alfred Hitchcock or John Wayne. Less often acknowledged is the fact that certain subjects (for example, research based on Marxist presuppositions) often exist in tension with institutional hierarchies while others (such as a class in accounting for business majors) support them. Surely these diverse practices have some weight in an individual professor's advancement. It seems probable that teaching or research that reinforces prevailing cultural and institutional norms and values is more likely to be rewarded than teaching and research that goes against the grain.

Finally, Weber emphasized that academic scholarship was carried out on the razor-thin surface where art and specialization coincide. Specialization was necessary to scientific progress; one could not be a master of all things. Yet specialization would be heartless without a sense of calling, for discovery and innovation in scholarship require not only hard work and continuous thought but also, like art, moments of inspiration. Weber recalled to his audience the celebrated remark of the nineteenth-century German physicist Hermann von Helmholtz that his best scientific ideas had come to him "when taking a walk on a slowly ascending street." How many academics are so inspired? In his lecture, Weber confessed to his audience that he knew of no other career where "chance plays such a role."

Suggested Reforms

Many academics have already called for reform. Some have insisted on greater transparency about what is expected for tenure and for advancement, with attention to the rate at which individuals in different fields and in different demographic groups are promoted. Others have recommended a shift to a decentralized method of decision-making, with disciplinary clusters complementing the work of university-wide committees on promotion and tenure. To these possible reforms, I would like to add a third: the elimination of the distinction between associate and full professor.

This reform – desirable for most, though certainly not all, institutions – would involve not the abolition but the simplification of hierarchy, which would bring the academic career into greater conformity with other professions. Just as lawyers start out as associates and doctors as residents or interns, professors would begin their careers as assistants. This untenured, entry-level rank provides for a period of probation and should be preserved to ensure that the young scholar is able to contribute to the classroom and to his or her field through activity in scholarship – however "scholarship" is defined by a particular institution.

Would such simplification remove incentives for those who are tenured to continue to develop as scholars and teachers? Probably not. Under the current system, many professors already spend 25 or more years "in rank" as full professors with no expectation of further promotion and no detectable decrease in productivity. To the contrary, it is arguably faculty who are frozen in rank as associate professors whose productivity is likely to suffer. In addition, faculty members at those institutions that lack the rank of tenured associate professor, including Harvard, are not demonstrably less productive than scholars at institutions that use this middling, ill-defined rank.

The differentiation in rank between associate and full professor makes sense at certain institutions of higher learning, those that have a clear sense of mission and institutional identity – for example, our leading research institutions and the top liberal arts colleges. Indeed, it is within such relatively unified cultural settings that hierarchies can be meaningful. Most American college and university campuses, however, have multiple and conflicting missions. Far from having unified academic cultures, they are heterogeneous institutions, with diverse disciplinary cultures, employing a cross-section of the American professoriate whose individual members hold a wide range of views about the shape and purpose of an academic career. For faculty at such institutions, the overwhelming majority of American colleges and universities, the ranks are a source of frustration that impede rather than encourage meaningful scholarship and teaching.

Many faculty are, by choice and by temperament, active, publishing scholars. Many others, again by choice and by temperament, place more emphasis on work with students, inside the classroom and out. Granted, the best manage to do both well, but the fact remains that in the current competitive climate, with even second-tier institutions striving to "emerge" as leading schools in the national rankings, promotion and tenure committees are invariably under pressure to narrow the range of possible promotion criteria, placing greater and greater emphasis on publishing and, in general, on the quantity rather than the quality of what the faculty member publishes. Simply by removing the second "hoop" – that is, the goal of promotion to full professor – many universities and colleges would become more capacious workplaces, accommodating the diverse strengths, talents, and goals of their faculties with greater ease.

The elimination of the distinction between associate and full professor would go a long way toward humanizing the campus and enabling each individual faculty member to be more at home in his or her chosen vocation. After all, the primary motivation in academic life must be the sense that it is, indeed, one's calling. And because it is a calling, it entails a risk that most other professions simply do not confront. It depends to a remarkable degree, as Weber stressed, on inspiration, on intuition, on the accidents of discovery, and on a willingness (always a hazard from the vantage point of the modern bureaucracy) to venture outside one's area of expertise and to risk failure, when it is, generally speaking, the experts who are rewarded.

The institution of ranks within academic life came at a moment when teachers in higher education, like doctors and lawyers, were concerned with legitimating their role in society. It had become simply too easy to call oneself a "professor" in nineteenth-century America, and scholars had compelling reasons to institute controls that would make the term meaningful. But circumstances have changed. In almost all four-year colleges and universities, the overwhelming majority of faculty members now hold the PhD degree; professors are evaluated annually; and individual institutions are subject to scrutiny by external accrediting agencies.

In short, we no longer need the complicated hierarchies of the past, and we would do better with a more transparent, simpler hierarchy in the future. We needn't parade ourselves and our titles before the public or one another like the royalty of an imaginary kingdom. Professionalism does not require arcane rituals or ranks. Our calling is to be rigorous about the intellectual life; our duty is to foster institutional structures that do not reduce the life of the mind – learning and teaching – to one simple, measurable thing. ■

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